



2021 ANNUAL REPORT





OUR VISION

To develop and enhance the quality of leaders in Fiji

OUR MISSION

To develop and enhance the quality of leaders in Fiji through skills development and through strengthening relationships characterised by respect, trust and understanding.

This Mission will be accomplished by:

- Recognising that ANYONE can be a leader
- Involving leaders in a program which broadens their understanding of issues affecting our community
- Facilitating dialogue amongst leaders with varied background and interests
- Creating opportunities for communication between leaders across communities
- Promoting principles of accountability and transparency
- Enabling leaders to make a greater commitment to the development of our country
- Providing a forum for networking, personal development and exchange of ideas

OUR VALUES

Lead

We will lead by example displaying personal and professional integrity in everything we do.

Excellence

We are committed to achieving excellence. We embrace continuous growth, efficiency, creativity and innovation.

Adaptability

We recognise that growth requires change and that leaders drive change.

Diversity

We celebrate diversity and commit ourselves to building a country where everyone is valued and supported.

Empower

We recognize information empowers. Leaders embrace life-long learning by investing in their own self development.

Respect

We know that leadership is built on respect and this can only be earned through our daily actions.

Service

We understand that leadership is about service to our families, our community and to our country.



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BRIEF ON LEADERSHIP FIJI

Leadership Fiji is an independent, non-partisan, non-aligned entity, which depends on support drawn from the corporate, public and community sectors, and was established in 2000. While the Leadership Fiji program was inaugurated in 2000, our first program was launched in 2001.

It is modelled on the very successful Australian program, Leadership Victoria, and is aimed at mature leaders in the second or third tier of management who would be expected to be at the top of their vocation in the future years.

The Leadership Fiji Program is a leadership enhancing experience. It is a program of events

and activities taking 29 days in the year from March - November. These events/activities are designed to enable participants to meet, to discuss, and debate issues among themselves, and with invited speakers who demonstrate leadership skills and characteristics.

The program facilitates a network of on going communication and engagement between leaders.

The aim of the program is to attract participants from the private sector as well as Government, Statutory bodies, the Trade Unions, the disciplined forces and NGO's.

“ Leadership Fiji believes strongly in promoting a philosophy that leadership is about action, driving change, and that leadership can be exercised by anyone, at anytime, anywhere. ”

William Parkinson
Leadership Fiji Board Chairman

MANAGEMENT BOARD MEMBERS



William Parkinson
Board Chair



Kevin McCarthy
Director



Avaneesh Raman
LF2012
Director



Sufi Dean
Director
Founding Executive Officer



Nancy Loaloe
LF2009
Director



Malakai Naiyaga
Director



Elvin Atish Lal
LF2008
Director



Neelam Sharma
LF2017
Board Company Secretary



Sharyne Fong
LF2005
Chief Executive Officer



Viresh Chandra
LF2018
President
Leadership Fiji Alumni



Rajesh Patel
LF2002
Chairperson
LF Community Fund



Berlitta Bonny
LF2021
Team Leader

“ There is no step by step manual to leadership. It needs to be personal to you as an individual and also to the environment you operate in. It should be a result of constant self-learning.”

H.E Mr Paul Welsh
Acting British High Commissioner to Fiji
(Leadership Fiji 2021 Graduation Address)

2021 PARTICIPANTS



LEADERSHIP FIJI

2021 VISION

My island home, enriched by its past, embracing the voices of our people, inspiring action and change in a free and secure, green and healthy Fiji.

2021 Leadership Fiji Program Outline

March	4th	Thurs	4:30 pm	2021 Launch/Induction of 2019 Fellows
March	5th - 6th - 7th	Fri-Sun	6:00 am	Opening retreat mandatory
March	24th	Wed	8:00 am	An overview of Fiji's History
April	7th	Wed	8:00 am	Human Rights & the Media
April	28th	Wed	8:00 am	Law & Order & Government Machinery
May	6th	Fri	8:00 am	Tourism Industry
May	19th	Wed	8:00 am	Fiji's Economy and Infrastructure
June	2nd	Wed	8:00 am	Poverty and Social Welfare
June	16th	Wed	8:00 am	Education
June	30th	Wed	8:00 am	Environment
July	16th	Fri	8:00 am	Health (with Omelas reading)
July	20th	Fri	8:00 am	Fiji and the World
August	11th	Wed	8:00 am	Participants Choice
August	25th	Wed	8:00 am	Alternative Agriculture
October	21st- 22nd- 23rd	Thur	6:00 am	Tourism/Sugar/Mining/Agriculture – Site Visit
October	28th	Thur	8:00 am	Law and Order Speakers – Site visit
October	28th	Thur	5:00 pm	Etiquette Dinner
November	25th-26th- 27th-28th	Thur-Sun	5:00 pm	Mid-Year and Closing Retreat
December	2nd	Thur	3.00pm	2021 Vision and 2020 Project Presentation
December	3rd	Fri	5.00pm	2021 Class Graduation
May 2022	4th-5th-6th- 7th	Wed-Sat	5.00am	North Trip **This trip was completed the following year due to COVID restrictions in place.

2021 PROGRAM OVERVIEW

2021 Program Launch & Fellows Induction of 2019

The 2021 Leadership Fiji program was officially launched on Thursday the 4th of March at the Holiday Inn Hotel in Suva. Guests were welcomed by Leadership Fiji 2020 Participants Whilma Smith and Peter Whippy who were MC's for the evening.

It was an evening of grace and colourful smiles as the secretariat welcomed the class of 2021 and inducted the 2019 Leadership Fiji cohort, who received certificate and pins after presenting their final fellows project from 2020. They had delivered a container kitchen for Nuku Secondary School in the Serua Province, which was marked as a success.

In his opening speech, the founding member and Chairman Mr William Parkinson said the class of

2021 is the largest class at 33 inductees, and was a complex class to select because the number of applications which required the Secretariat to be meticulous to ensure that they balance the diversity in all aspects of the group.

Co-lead of the Urgent Action Fund for Women's Human Rights Asia and the Pacific and Leadership Fiji Alumni, Virisila Buadromo LF2002 was the chief guest for the evening. In her speech, she talked about the challenges she faced in her life, and how it had strengthened her leadership skills.

The first Leadership Fiji program was launched in 2001, which marks the 20th year success of the program which was shared very briefly during the launch.



2021 PARTICIPANTS



Aaron Ah Yuk

Communications Fiji Ltd
Digital Director
Team: Tabua



Adi Lavenia Ranadi

Rooster Poultry
Quality Assurance Manager
Team: Tui Tui



Akata Taito

Reserve Bank of Fiji
Senior Analyst, Financial
Inclusion and Market Conduct
Team: Tagimoucia



Akiau Bernard Filipo Snr

Narseys Plastics Industries
Head of Department – Graphics
Team: Tui Tui



Amish Patel

Jacks of Fiji Manufacturing
General Manager
Team: Tabua



Arieta Kaisevusevu

Holiday Inn Hotels & Resorts
MICE Executive
Team: Tagimoucia



Ashna Lingam

South Sea Cruises
System and Content Manager
Team: Tagimoucia



Ashwin Singh

ANZ Pacific Operations
Merchant Fraud and
E-Gate Officer
Team: Tilapia



Berlitta Bonny

ANZ Bank
Client Implementation
Officer
Team: Tui Tui



Emma Christopher

*New Zealand High Commission
Development Programme
Coordinator*

Team: Taura Tale



Frances Namoumou

*Pacific Conference of Churches
Programme Coordinator*

Team: Tabua



Inoke Kalounisiga

*Knox Entertainment Pte Limited
Director*

Team: Tilapia



Janice Fong

*Munro Leys
Associate*

Team: Taura Tale



Joshua Dean

*The Greenhouse Studio
Senior Visual Designer*

Team: Tui Tui



Joshua Young

*Tab's Investment Pte Ltd
Sales Manager*

Team: Tilapia



Kalesi Volatabu

*Drug Free World - Fiji
Founder*

Team: Tagimoucia



Karishma Sharan

*Alpha Corporation Pte Limited
Head of Department- Labels*

Team: Tilapia



Lara Bourke

*Nukubati Private Island
Office & Assistant Manager and
Scuba Diving Guide*

Team: Tilapia



Leone Vokai

Great Sea Reef Divers
Owner of GSR Divers &
Dive Instructor
Team: Tagimoucia



Leonore Naivaluwaqa

Merchant Finance Pte Ltd
Assistant Manager Lautoka
Team: Taura Tale



Paulini Vukikomoala

Paradise Beverages (Fiji) Limited
National Sales Manager
Team: Tui Tui



Peni Drodrolagi

Fiji Military Forces
Psychologist/ Counselor
Team: Tui Tui



Rakena Patelesio

NPT Agency (Neptune Pacific Line)
Documentation Manager
Team: Taura Tale



Rima Prasad

Janty Bondwell Pte Ltd
Corporate Sales
Team: Tabua



Samuela Waqabaca

Water Authority of Fiji
Project Leader
Team: Tagimoucia



Sanju Prasad

The Fiji Times
Chief Sub-editor
Team: Taura Tale



Sereima Bainivalu

WG Genera Pacific Pte Ltd
Business Development
Executive
Team: Tilapia



Shazna Khan

*Makoi Women's Vocational
Training Centre*
Manager
Team: Tui Tui



Simon Peter

Westpac Fiji
Manager Call Centre
Team: Tilapia



Steven Buksh

*Honey Dew Farms Company
Pte Ltd*
Operations Manager
Team: Taura Tale



Terry Sowani

Digicel Fiji Pte Limited
Social Media Executive
Team: Tabua



Tiare David

*Fiji Water- Natural Waters of
Viti Pte Ltd*
Manager Marketing and
On-Premise Sales
Team: Tagimoucia

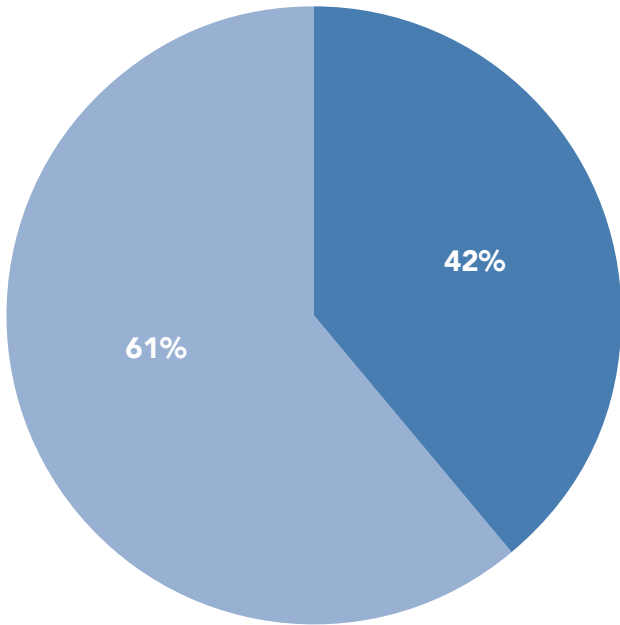


Yacovinaka Tabaiwalu

Lyndhurst Pte Limited
Financial Planner and Analyst
(Accountant)
Team: Tabua

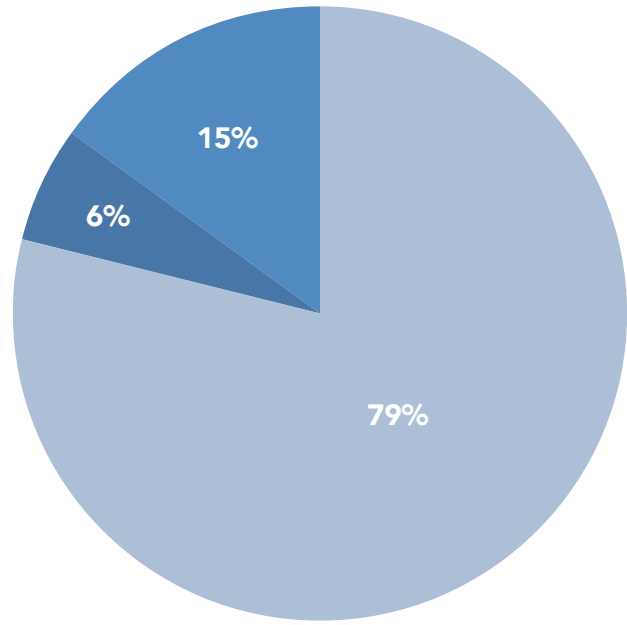
2021 PARTICIPANTS DEMOGRAPHICS

LF 2021 Participants Gender



Female Male

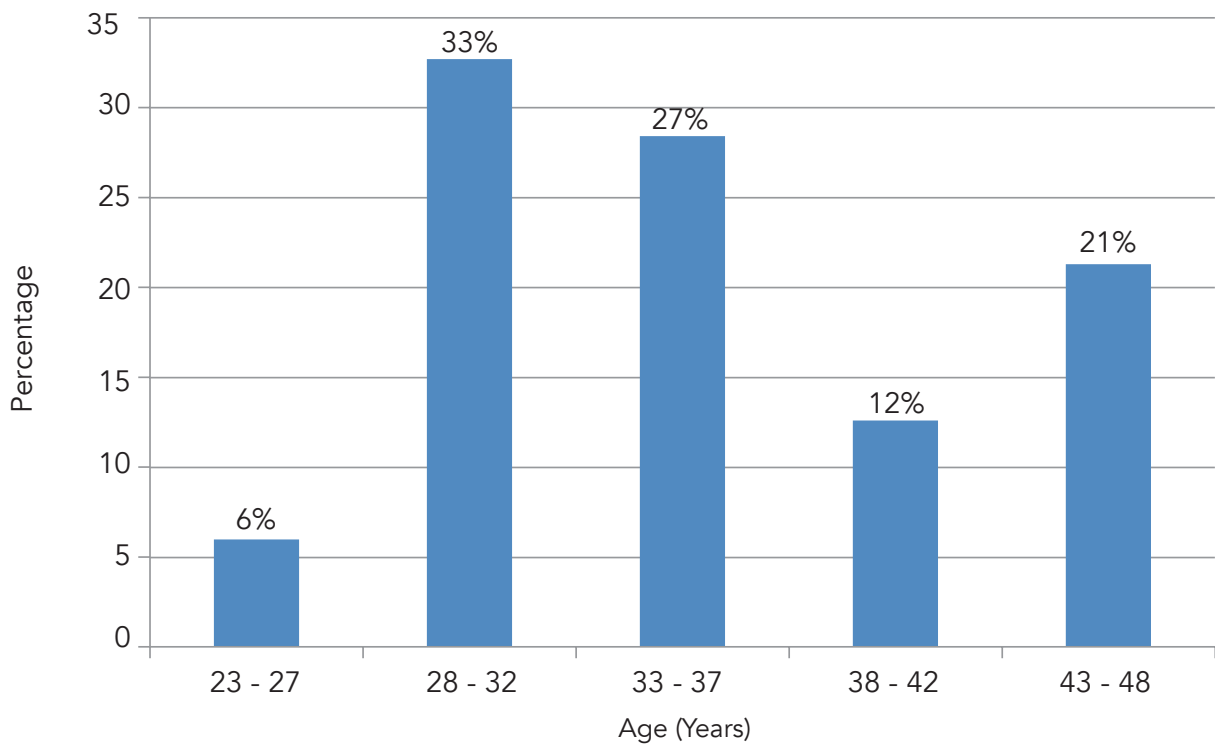
LF 2021 Participants Region



Central North West

15

LF 2021 Participants Age



2021 SESSIONS & SITE VISITS



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Opening Retreat

The Leadership Fiji 2021 participants had an early start, meeting at 5am on Friday, 5th March to travel to the Hideaway Resort in the Coral Coast for the Opening Retreat. This was the first mandatory retreat for the year and there was a buzz of excitement in the air.

Much of the Opening Retreat focused on the participants getting to know more about the program, each other and more importantly, themselves. This included activities on health and wellness, team and individual reflections, team bonding, finalising the Leadership Fiji 2021 vision

and wrapping up with expectations for 2021 from all the participants.

Veronika Naiwaqa, a Leadership Fiji alumni (LF 2015) also shared tips on public speaking, sentence structure, vocal expressions and body language. This is where the concept of the grammar police was introduced to the participants and was used in all the sessions throughout the year.

The Opening Retreat allowed each participant to get to know each other better, creating a bond within the respective groups.



Overview of Fiji's History

Duty Group: Tabua

Speakers: Dr. Robert Nicole, Professor Sudesh Mishra, Mr. Sitiveni Rabuka, Professor Vijay Naidu, Professor Sandra Tarte, Professor Jon Fraenkel

Brief: The participants learnt about the importance of knowing Fiji's history and understanding the different periods or era that had shaped how people lived over the years. The evolution of trade and movements in Fiji and around the region before the British arrived to colonize Fiji was also discussed in detail. It is vital to do research and provide tangible evidence on a theory or narrative that would shape one's truth of their history.

There was also an overview of race and history in Fiji, and how race was used at one point in time to classify people in terms of status, class or ranks. While the race element may have its issues, this can be overcome if opportunities and spaces are provided to educate, acknowledge and understand diverse cultures, customs and practices in a diverse society. Over the years, the Constitution of Fiji has also changed.

The participants learnt about the various key factors that challenged Fiji's political system post-independence, the political development between 2000 and 2006 and the foreign policies that has shaped how Fiji created new alliances during this critical time of political uncertainty. Fiji as a nation has often been in an interesting position despite the political environment and remains as a hub to a lot of international and regional institutions like the Pacific Islands Forum Secretariat and the University of the South Pacific. Fiji's internal politics became a tool in gaining support at regional and international forums. This was evident when Fiji won the bid to lead as president the Oceans Summit in NY and the 23rd Conference of Parties on Climate Change (COP 23) in 2017.

There was also an overview on electoral reforms and how when Constitutions are abrogated, the electoral reforms are bound to change depending on the government of the day.

Lessons Learnt:

- The credibility of information sources and framing of narratives in understanding our history.
- The choice and chance to create the history we want is choosing humanity over race.
- Political coup is illegal and must never be perpetuated.
- People are given the right to elect their Government and speak up
- laws, regulations and/ or amendments which demonstrates true democracy and good governance.
- Leadership must never personalize and benefit from institutions setup to serve the interest of the nation.
- Fiji as a nation is a key player in the Pacific region and has proven to have greater influence at international level too.
- The electoral system must be independent of the Constitutions.





Human Rights & the Media

Duty Group: Tagimoucia

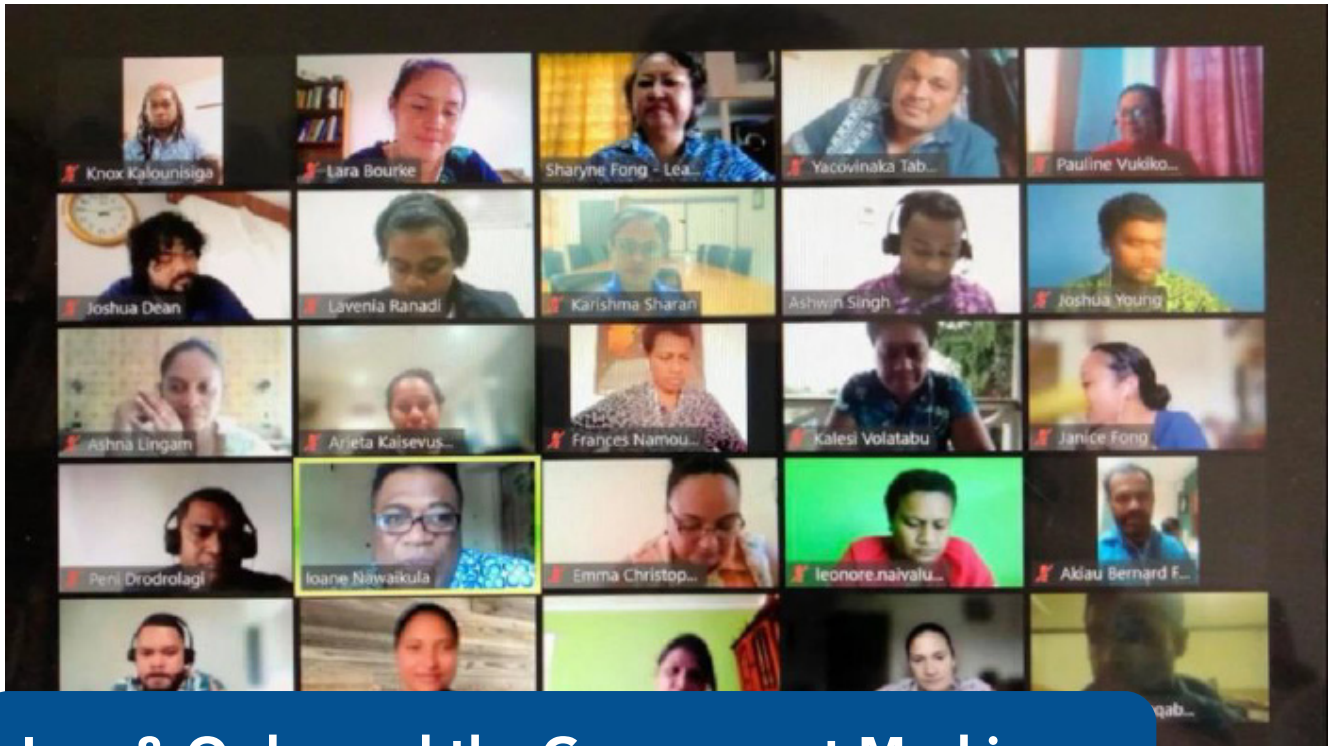
Speakers: Miles Young, Director, Regional Rights Resource Team; Ashwin Raj, Director, Fiji Human Rights & Anti-Discrimination Commission; Stephanie Dunn, Fiji Women's Crisis Centre; Tasianna Lulu, Child Protection Manager, Save the Children Fiji; Joshko Wakaniyasi, Executive Director, Spinal Injury Association; Malcolm Fialho; Fred Wesley, Editor in Chief, Fiji Times; and Vijay Narayan (LF2003), News Director, Communications Fiji Ltd.

Brief: The session provided historical context of human rights and tracing it back to ancient civilisation and religion before its global recognition by the United Nation's Universal Declaration of Human Rights in 1948. National human rights agencies and champion organisations also provided insights into the stark realities they experience on the ground, the challenges they face and opportunities available. The participants were challenged to actively promote and aspire to advance a culture of diversity and inclusion, to

have courageous conversations, have a high level of consciousness, have multiple perspectives, openness and to be empathetic and curious.

In the last segment, a demonstration of creativity and talent thrived as each LF team presented findings on the assigned Media organisation through personification, radio announcement, news reporting, expressive drama and time travelling express. Teams expressed their creative side with unique presentations in a competition, with Team Tilapia taking the lead.

Lessons Learnt: Human rights are about ethical behaviour, justice and human dignity and are basic principles expected of a good leader. We all have something to offer and make a difference in our society, therefore we need to be cognizant of issues that are negatively impacting others and take action.



Law & Order and the Government Machinery Duty Group: Tilapia

Speakers: Mary Chapman, Former Secretary General, Fiji Parliament; Lynda Tabuya, Opposition Member of Parliament, Opposition Whip; Richard Naidu, Partner, Munro Leys; Peter Schultz, Executive Director, Operation Foundation.

Brief: Due to the COVID-19 pandemic restrictions our Leadership Fiji program was moved onto Zoom for the rest of our sessions. This was our first virtual session with speakers and members joining in from their homes. The session provided the participants an overview of Fiji's parliamentary system from 1970 through to 2006. It also provided insight on Fiji's legislative process under the 1970 and 1997 constitutions with explanations on government financing and budget also being highlighted.

The participants learnt more about the role of the Opposition Party and Opposition Whip in parliament.

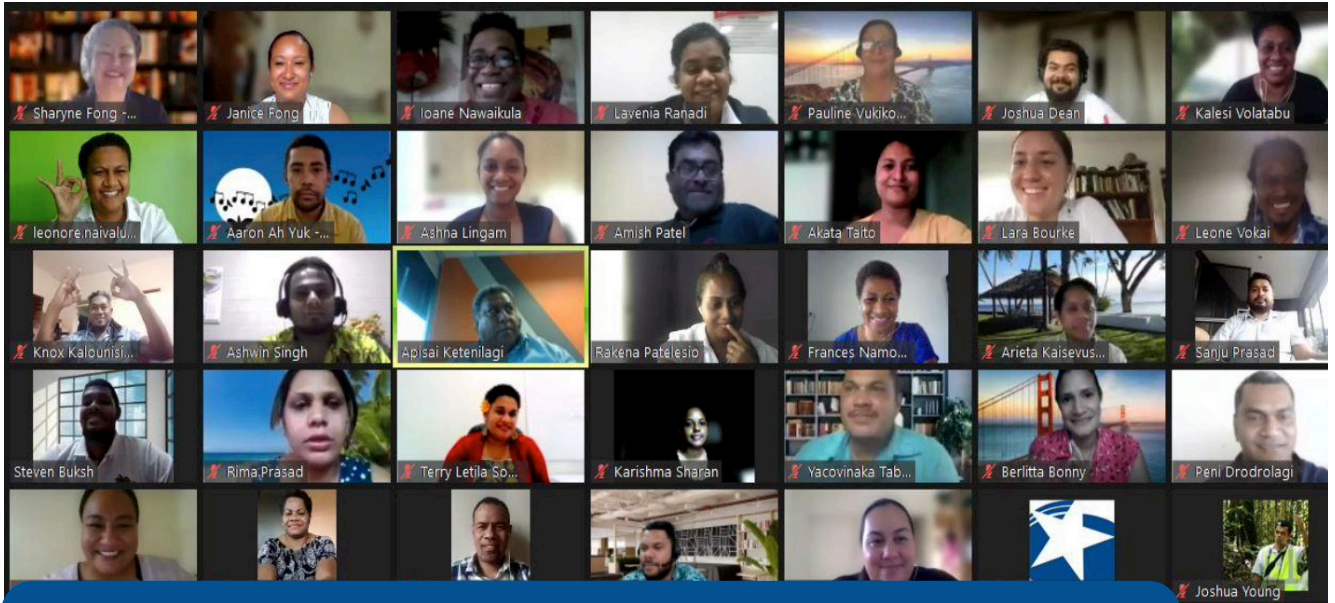
The sessions also covered the Rule of Law and the understanding of this and its importance and benefits to the economy. The Rule of Law is built by the Constitution and is protected by it. A successful society is built on sound and sustainable Rule of Law.

The participants also got to learn more about the Operation Foundation, an offender's rehabilitation program. The rehabilitation program mainly worked towards improving a person's sense of belonging and value. Rehabilitation programs looked at trauma healing, counselling and mentoring, pre-release preparation, offender treatment and post-release support. Fiji's strength in rehabilitation is the strong cultural and faith aspects of its community.

Lessons Learnt: Participants were reminded of the importance of keeping physically and mentally healthy, a strong spiritual foundation and family network in their everyday life.

Laws must be made on a good foundation and should not be feared. Encouraging ethical responsibility can help people own up to their mistakes and eventually change them.

Mercy is the completion of justice and justice without mercy is cruelty.



Fiji's Economy & Infrastructure

Duty Group: Taura Tale

Speakers: Dr Sunil Kumar – University of Fiji, Governor Ariff Ali – Reserve Bank of Fiji, Rokoseru Nabalarua – Lyndhurst Group of Companies, Vera Chute – Value City (SP) Ltd, Ivan Fong – Amalgamated Telecom Holdings Limited, Seymour Singh – Water Authority of Fiji and Apisai Ketenilagi – Fiji Roads Authority.

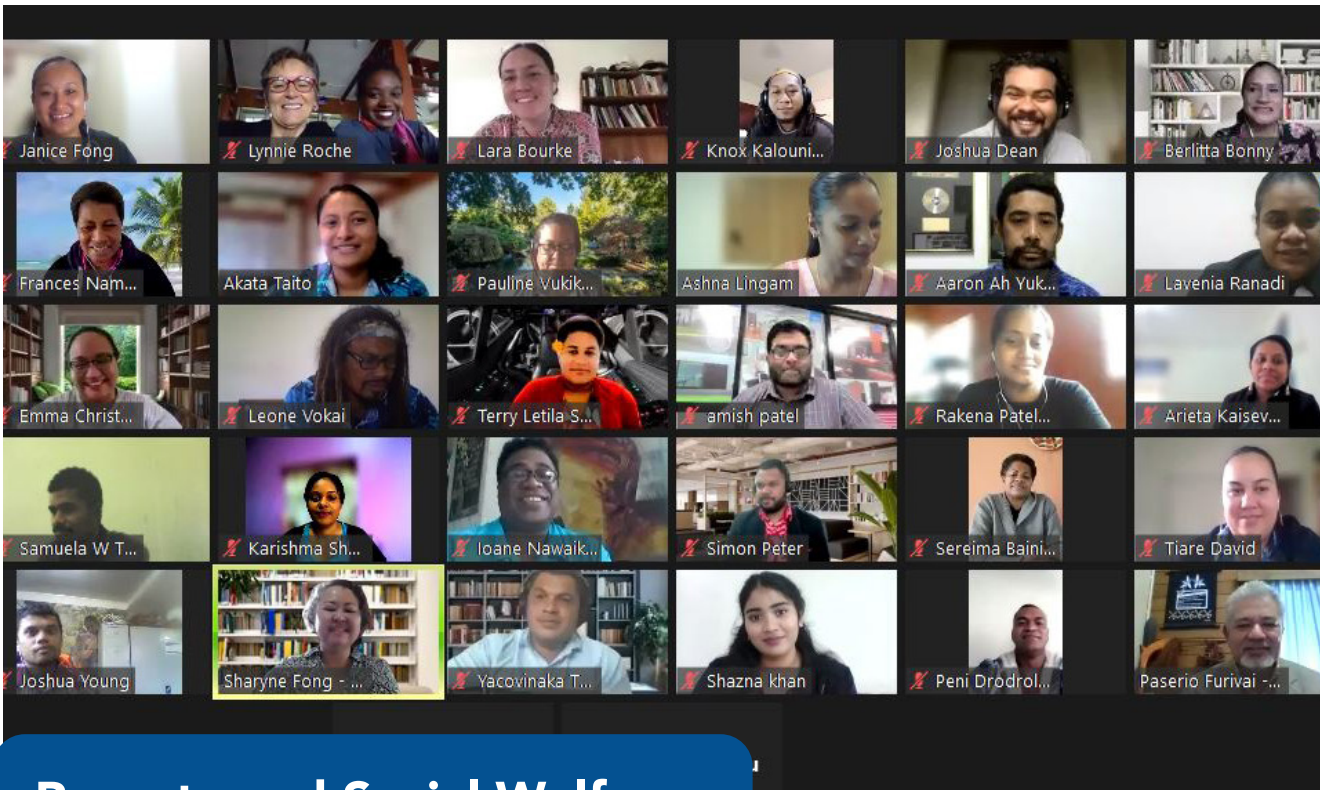
Brief: Overall learnings from the day's session highlighted the significance of early planning for short-term goals and long-term diversification for economic growth; as well as the importance of effective communication. Invited speakers reiterated that leaders need to have good communication and synergy at every level, between both the public and private sectors to ensure optimized growth in terms of the economy and infrastructure.

The session provided a pragmatic view towards economic growth and the plight of the private and public sector in the last decade, and through the

global COVID-19 pandemic. Failure for private and public sector was not an option and there is an optimism in prospects shared for short-term and long-term goals to stabilize growth.

Notably the session highlighted that with the second wave of COVID-19 in Fiji, the recovery of the national economy is considerably dependent on the resumption of international travel and lifting of COVID-19 restrictions. Nationwide vaccination and adaptation to the "new normal" was the only way to move forward in these unprecedented times. All speakers highlighted the individual citizens role in containing the pandemic.

Lessons learnt: The importance of synergy between the public and private sector in building Fiji's economy. This session also highlighted the glaring obligation that every citizen had a role to play to overcome Fiji's current situation in battling the second wave of COVID-19, and to work towards lifting the restrictions and opening borders for business continuity.



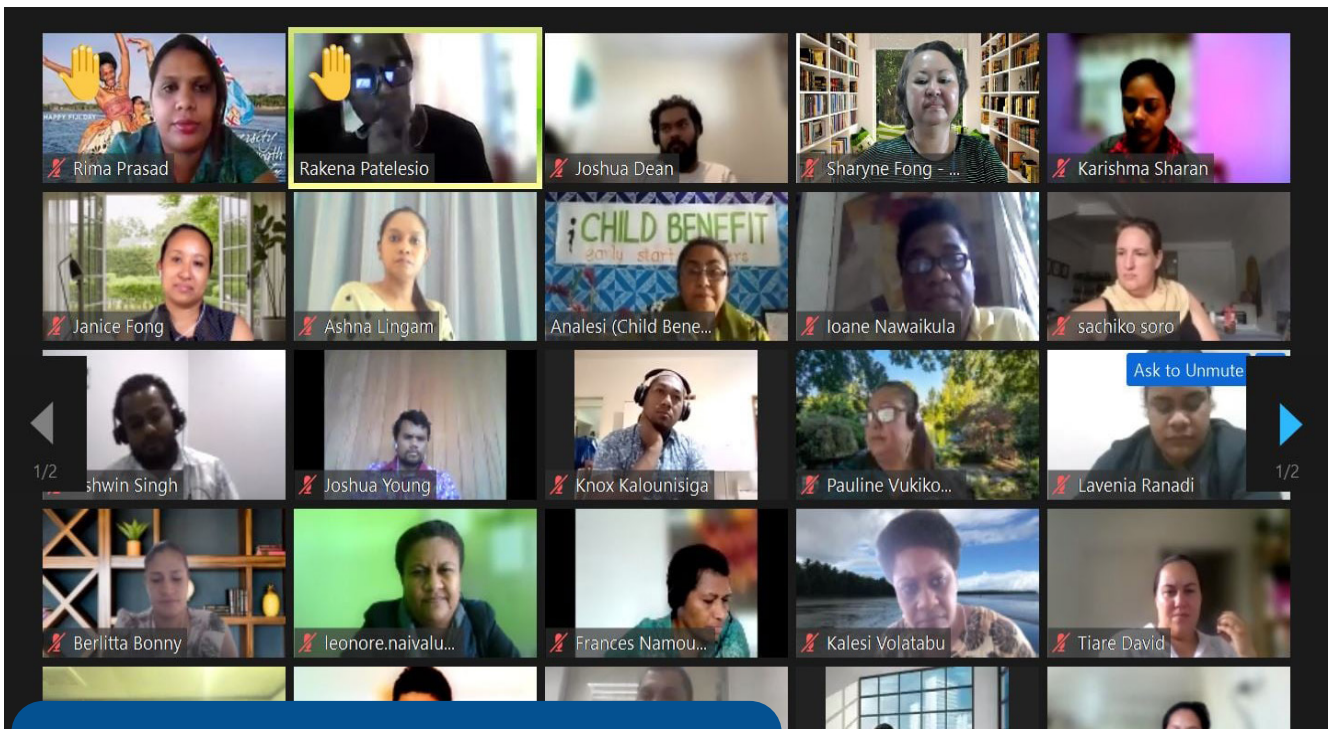
Poverty and Social Welfare Duty Group: Tagimoucia

Speakers: Mr. Rupeni Fatiaki, Director for Social Welfare; Ms. Linnie & Acacia Roche, Director, Homes of Hope; Mr John Yee, General Manager, Bayly Trust Fund; Mr. Paserio Furivai, CEO HART FIJ; Ms. Neelum Kumar, Senior Welfare Officer, Golden Age Home; Ms Renu Snowsill, Director - Make a Difference Fiji; and Ms. Vani Catanasiga, Executive Director, Fiji Council of Social Services.

Brief: Natural Disasters and the COVID-19 pandemic are two contributing factors to rising poverty statistics. The session highlighted the extent of poverty in Fiji with startling statistics reported for 2019. Poverty is more pronounced in rural area's due to larger household size usually including the elderly and limited earnings. Unfortunately this also results in women and children suffering from domestic violence. Various institutions exist to cater for vulnerable families in Fiji with services that include shelter and educational support. However, establishing partnership with communities and NGOs are

crucial for awareness programs and to create opportunities for these vulnerable groups to be independent and live in communities without being stigmatized. In addition, older people are as important as the younger generation and should be given the proper care they deserve. Advocates shared numerous initiatives undertaken to make the lives of our most vulnerable a little easier and their homes livable, however, these numbers are always on the rise.

Lessons Learnt: Poverty is a multifaceted issue and therefore solutions need to be concerted and integrated in all sectors. Simultaneously, poverty alleviation effort needs to target at the root cause of poverty rather than poverty itself. There is also the need to break the culture of silence, and bring institutions and individuals together to create awareness to reach targeted volume and segment to advocate on women /girls/men and child abuse. "Older persons on the other hand should be recognized for their achievements, appreciated for their contributions, acknowledged for their longevity and respected for their stature".



Education

Duty Group: Tabua

Speakers: Dr. Angeela Jokhan, Professor Pal Ahluwalia, Mr Jovesa Saladoka, Mrs Sachiko Soro, Ms Analesi Tucaumia and Ms Shazna Khan.

Brief: The days' session covered education from various perspectives and we were able to appreciate the views from both the public and private sectors where speakers covered the various challenges including limitation of resources, high expectations of teachers and parents and students' approach to education.

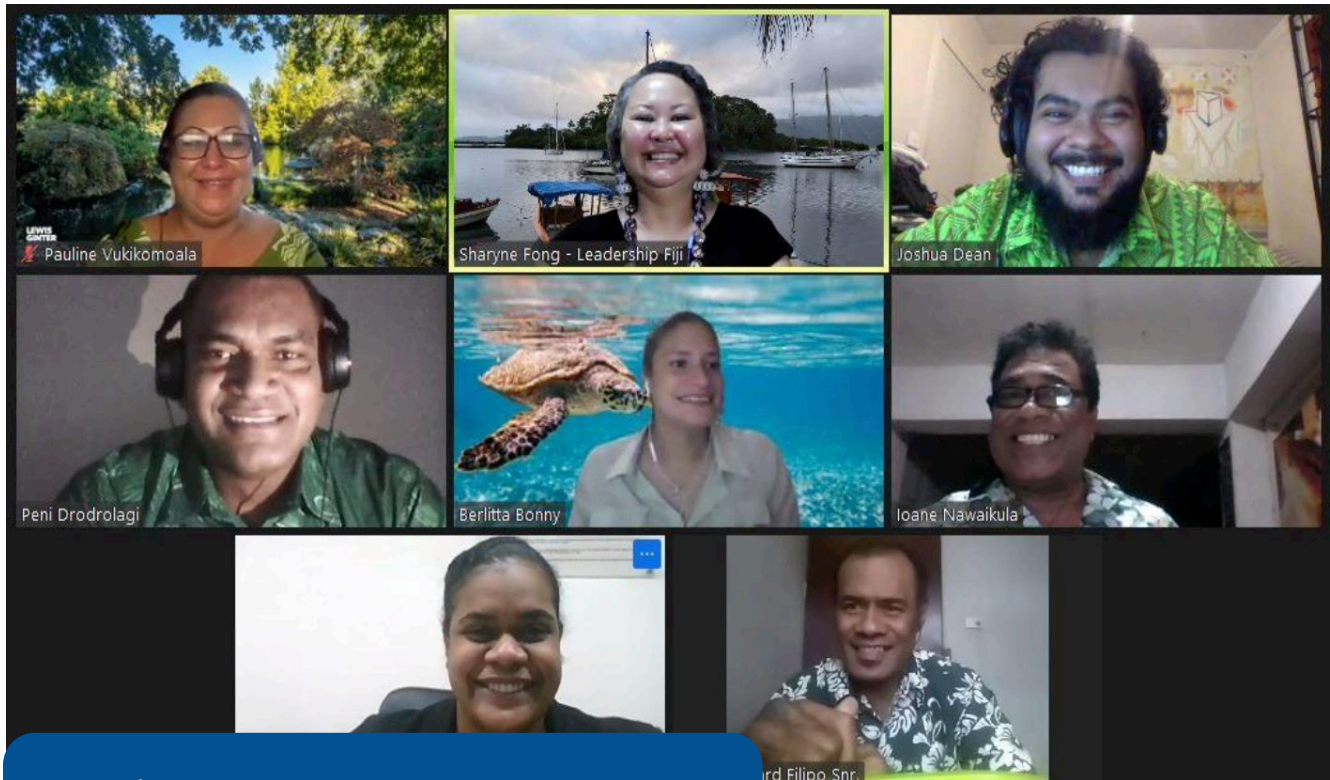
It was encouraging to hear the various approaches during COVID-19 and how each of the institutions adapted to the virtual way of learning. This extended to early childcare, to ensure that no child was missing out on lessons. It was comforting to hear about how courses at higher level education were being designed to meet potential employment opportunities for economic empowerment.

We were equally enlightened by the opportunities of creative arts, importance of early childhood learning and why incorporating these in the formal education system is a benefit to our society as a whole.

Lessons learnt: Participants learnt about the various education platforms available to encourage and motivate our communities.

It was also encouraging to hear that institutions were reviewing their programmes and curriculum to suit the job market in Fiji and the region. The importance and need for more training centers that were able to up-skill individuals with little to no formal education was clear, especially in this every changing world.

We learnt how creative industries could be an option to build up the characters of students and encourage and promote innovative ideas from early childhood years.



Environment Duty Group: Tui Tui

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Speakers: Dr John P. Lecky, Advanced Measurement and Data Systems Branch from NASA's Langley Research Centre, Virginia, USA. Dr Thelma Raman, Sustainability Education Advisor, Macquarie University, Sydney, Australia. Joshua Wycliffe, Permanent Secretary for Ministry of Waterways and Environment. Kiji Vukikomoala, LF2005 and Executive Director of the Fiji Environmental Law Association (FELA). Sandeep Singh, Director of Environment. Mason Smith, Regional Director for Oceania, International Union for Conservation of Nature (IUCN). Nunia Moko, Director for NatureFiji-MareqetiViti. Colin Philp, President of Duavata Collective. Nicholas Sadhu, Oceania Mediation and Arbitration Services.

Brief: Participants shared and discussed what and how the environment and nature impacts us, and how we could do better with new solutions and innovate ideas to protect it and use it for the betterment of future generations.

Lessons learnt: Climate change is no longer an environmental issue, climate injustice, as it severely impacts on poverty, inequality, vulnerable women and food security. It is crucial to consider the context of current setting when thinking about sustainable management of our environment such as COVID-19 circumstances. In addition, consumerism has lead us to become a throwaway society hence as leaders it is important to model behaviour and be the change.



Health

Duty Group: Tagimoucia

Speakers: Dr. Salanieta Saketa, Senior Epidemiologist-Surveillance, Preparedness and Response Program at Pacific Community (LF2004); Ms. Alvina Deo, National Food and Nutrition Centre; Ms. Grace Tuvakasiga, Communications Officer, Fiji Cancer Society; Ms. Miliakere Nasorovakawalu, Director of Nursing Service, Saints Giles Psychiatrist Hospital; and Dr. Rachel Devi, Head of Vaccination Taskforce, Ministry of Health and Medical Services, Fiji.

Brief: It is alarming to note that the main health challenge is NCDs and the Pacific is considered the capital. This mostly relates to obesity due to high consumption of processed foods. Dietary intake is shifting away from traditional root crop-based diet to cereal based. The trend showed a

high dependency on imported food. On the other hand the health system is vulnerable to external shocks such as natural disasters and COVID-19 but as well as limitations by human resources due to high migration of skilled health workers. Due to COVID-19 a lot of other health issues have been side-tracked to contain the pandemic in Fiji.

Lessons Learnt: There is a need to integrate services and systems that can adapt to digitization of health care. Health is wealth, therefore it is vital to eat healthy and invest in healthy living. Leadership is about setting constructive goals and regularly evaluating them to ensure they are still relevant. Leadership is about learning and learning is forever. It is also about investing in others and in the future of our communities.



Etiquette Dinner

Duty Group: Tabua

Speakers: Inia Ratulevu, Food and Beverage Manager Holiday Inn; William Parkinson, Leadership Fiji Chairman

Brief The session provided an overview of Fine Dining Etiquette and the origins and traditions surrounding it.

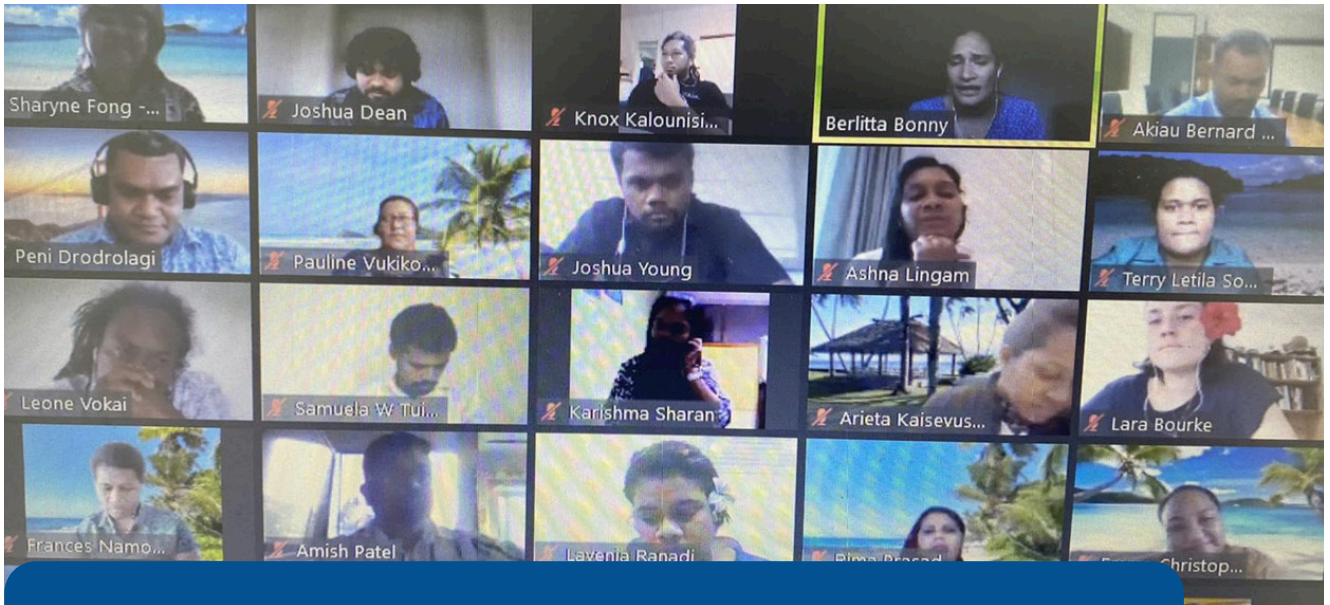
The session began with Cocktails and the goal for participants was to speak to someone new for at least 10 minutes and make a contact. This was to increase experience in networking and cocktails for roles as leaders in the community.

The fine dining began with the guests being taken through the different stages of a dinner service

and the specific placements of utensils, types of goblets and wine choices. The guests also learnt of different subjects to use at such occasions.

The session concluded the specific placement of utensils on plates to ensure catering staff knew to remove plates from tables along with a vote of thanks and a gift presented to Inia Ratulevu.

Lesson Learnt: This was a great way to expand our knowledge on dining etiquette as well as meet experts in the field of Food & Beverage. We all believe that dinners like this should be hosted more often to enable individuals to be prepared for events in the future that may require more than your standard manners.



Tourism

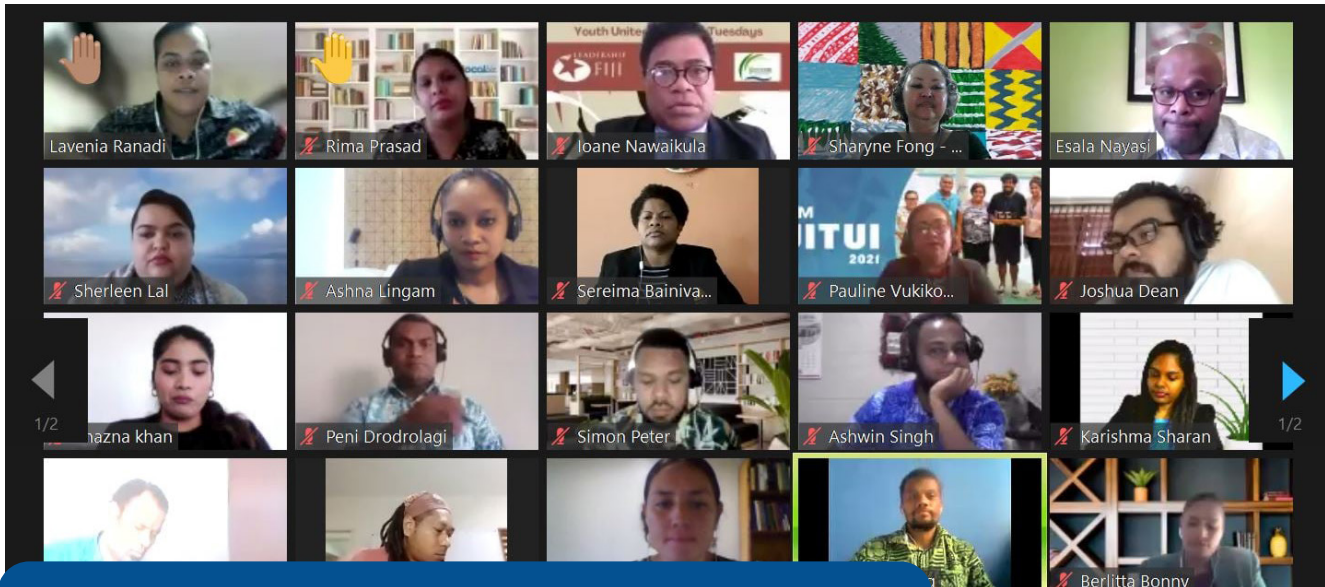
Duty Group: Tui Tui

Speakers: James Pridgeon, LF2016 & Chief Operations Officer - Tourism Fiji, James Sowane, Managing Director Pacific Destinations Fiji, Fantasha Lockington, CEO – Fiji Hotel & Tourism Association, Waisale Iowane, LF2014 & Chief Financial Officer - Free Bird Institute Ltd, Damend Gounder, Owner - Tour Managers Fiji, Loretta St Julian Ooms, General Manager – Fiji & Asia Sales, South Seas Cruises.

Brief: Topics covered during the Tourism Zoom Session included the overview of the industry and how its respective activities and functions are governed in Fiji. Tourism Fiji was funded by the government to market Fiji to the world and maximize sustainable and long term benefits to Fiji. Tourism Fiji is currently has a global footprint and has gained popularity in countries like Australia, New Zealand, North America, China and Europe.

Despite the increase in visitor's arrival and the booming of the industry, Tourism Fiji in 2020 noted that more emphasis was required in some aspects such as improving seasonality, adding value to the Brand and supporting industry developments. When COVID-19 emerged the industry was greatly impacted as there were no inbound travel resulting in ripple effects to other functions of the industry. The industry is currently working on new strategies to help them survive during COVID-19. Tourism Fiji introduced the Care Fiji Commitment that not only helps the industry but across all other functions especially with the Ministry of Health (MOH) in its traceability process of active cases.

Lesson Learnt: It was encouraging to see how the respective speakers were all hoping to work towards making a more sustainable industry despite the challenges brought about by COVID-19.



Fiji and the World

Duty Group: Tilapia

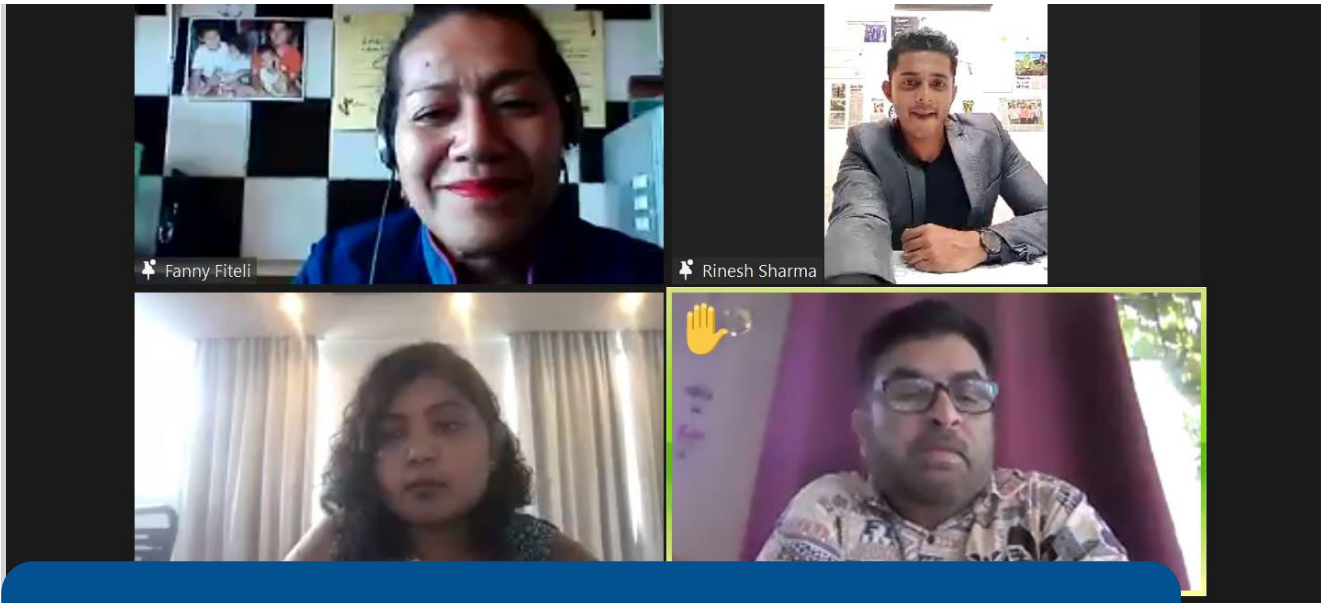
Speakers: Mr. Esala Nayasi, Deputy Secretary, Ministry of Foreign Affairs; Mr. Tony Greubel, Charge D Affairs, United States Embassy; Mr Masayuki Tachiiri, Regional Director, Asia Development Bank; Mr Lasse Melgard, Resident Representative of the Pacific, World Bank;

Brief: The session started with the presentation of Fiji's Foreign Policy which covered the Constitutions and existing laws in Fiji. The principles that maintain a stable and sustainable system of Fiji's Foreign Policy is aligned with the international relations based on international laws and the United Nations Charter.

Following this, speakers covered the international relations and diplomacy between the United States of America and Fiji. The bilateral relations between Fiji and USA is quite focused on trade that highlights the largest exports from Fiji includes Sugar, Kava and Fiji Water that are worth an estimated \$250m and also provides employment for most locals.

In the final session, the participants learnt about the roles of the Asian Development Bank and the World Bank. This included overview on assessing and providing loans, technical assistance and equity investment that supports and the economic and social structures of Pacific Island countries including Fiji. The roles of these financial institutions also facilitate projects around Governance, Education, the Eradication of Poverty & Equity and Climate Change. With COVID-19 pandemic, the main responses in the Pacific have shifted from development projects to facilitating countries with vaccine rollouts, immediate health responses, economic recovery and safe border opening.

Lessons Learnt: Fiji as a nation plays a very influential role in the Pacific. As most regional and UN agencies are located in Suva, they play a significant role in how Fiji can influence these partnerships, however in order for Fiji to maintain their credibility, principles of bilateral agreements must be followed and respected always.



Alternative Agriculture (Virtual)

Duty Group: Taura Tale

Speakers: Ritesh Dass – Permanent Secretary for Ministry of Agriculture, Pene Nonu Baleinabuli – Permanent Secretary for Ministry of Forestry and Acting Permanent Secretary for Fisheries, Navi Tuivuniwai – National Export Market Systems Facilitator – PHAMA Plus, Edward Horder – Operations and Sales, Lami Kava Limited, Isikeli Tuituku – CEO, Tavioka Growers Association, Rohini Hamid – CEO, Soil and Sea, Rinesh Sharma – Founder & CEO, Smart Farms Fiji and Fanny Fiteli – Founder and owner of Mama’s Mushrooms.

Brief: Agriculture is a growing industry in Fiji and more so where alternative agriculture is concerned overall. The session contained a lot of new and interesting ideas and perspectives from a great range of speakers in both the public and private sectors on alternative agriculture.

While the COVID-19 pandemic has brought about many changes to the lives of Fijians, a noticeable

one is the move towards agriculture, whether it be subsistence farming or cultivation for cash. The agricultural industry has long been challenged by structural and natural events and have been exacerbated by the impact of COVID-19 and containment measures. The speakers emphasized the importance of resilience, innovation, adaptability, commitment and passion to get through these challenging times.

Lessons learnt: The session increased our awareness on some of the various forms of alternative agriculture practiced in Fiji and initiatives between the ministries and various private sector organisations all working towards developing agriculture in Fiji. To have environmental sustainability, it is important to make good partnerships and adapt climate smart techniques. As leaders, when exploring opportunities, perspective is the key. Leadership is not about growing yourself but growing with your people.



Sugar (Virtual)

Duty Group: Tabua

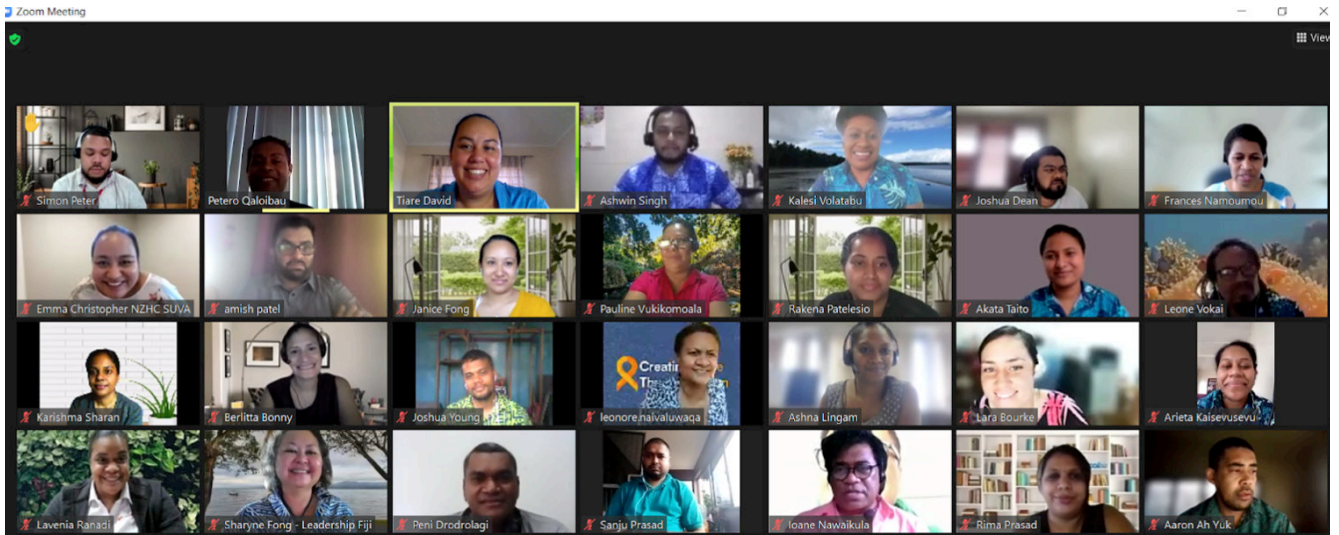
Speakers: Mr Jagannath Sami, Mr Vimal Dutt; Professor Santiago Mahimairaja; Mr Michael Faktaufon; Mr Raj Sharma.

Brief: The participants were taken through the history of the sugar industry, current practises and challenges faced by the industry.

Some of the challenges highlighted included the loss of production caused by climate change, natural disasters and leases lost to industrial purposes and other developments. Speakers touched on the importance of good soil care and education and awareness around this topic. The participants also had the opportunity to find out more on the role of the Sugar Cane Growers Fund and how it supports cane growers in Fiji.

Lessons learnt: There has been a lot of hands and political challenge shared about the sugar industry. The history of the industry clearly lays out the ripple impact that the sugar industry has had on farmers, their families, communities and the nation as a whole.

The Sugar Industry was once the back bone of Fiji but over the years may have been politicised which not only affected the industry, but also the farmers. The industry may needs to look at diversification and consider other markets especially in the region where it could facilitate supplies instead of competing in the bigger markets.



Look North (Virtual) Duty Group: Tagimoucia

Speakers: Mr Nicholas Ting, Senior Economic Planning Officer, Northern; Mr Peni Naqasenivanua, Provincial Administrator - Bua Province; Mr Setareki Dakuiboca, Provincial Administrator - Cakaudrove Province; Mr Ravi Chaganlal- Business owner (Rahi's shop) & President - Savusavu Chamber of Commerce; Mr Satish Kumar - Business Owner Satish Motor Mart & President – Labasa Chamber of Commerce; Ms Delia Rothnie-Jones, President - Savusavu Tourism Association; Mr Harry Powell, Retired President - Rotary, Savusavu; Mr Josaia Rayawa, President - Tavioka Growers Association; and Mr Petero Qaloibau, Farmer & Eco-Tour Operator - Naqaravatu Village, Savusavu.

Brief: This session provided key insights into the "Look North Plans", type of commercial activities and key challenges faced by Northerners especially relating to the increased frequency and intensity of natural disasters, access to main markets and technological connectivity. Despite the many challenges highlighted production and tourism continue to boost economic activity in the Northern Division. Specifically on agriculture, it is often seen as a fall-back option and a means of

sustaining livelihood, yet in the North, agriculture remains mainstay. Therefore mindset and perception to farming need to change in order for Northerners to fully utilise available resources. This would require a systematic approach and instilling change at an early age perhaps through the education curriculum. Overall, speakers had a positive outlook on its economy given government plans to support individuals, the business sector and the tourism industry.

Lessons learnt: Sustainable development requires leaders that will acknowledge an integrated approach thereby understanding the situation on the ground, the needs and including communities in discussions that will contribute to an inclusive development plan. Most importantly is to see the implementation of the plan and regularly monitor and evaluate the effectiveness of such development plans. Most often, we see that a well-developed plan exist, however, implementation, monitoring and evaluation aspects are weak.



Tourism, Sugar, Mining and Agriculture – West Site Visit

Day 1 Duty Group: Tui Tui

Speakers: Cacao Fiji Farm- Edward Lockington, Dinny Leufenboeck - Head of Administration VGL, Koroipita Homes- Peter Drysdale

our team with open arms and showcased his passion in the Model Homes venture, its success, challenges as well as future plans.

Brief Day 1: This was our first group trip which took place after restrictions had eased due to the Pandemic. The group from Suva and the West departed early on Thursday morning and headed to our first stop, The Cacao Fiji Farm where, Edward Lockington provided us with an overview of the operations, challenges faced as well as indicating their future opportunities. We got the opportunity to tour their farm and discovered the great work that the team at the Cacao Fiji Farm does with the surrounding villages through sharing their best practices and methods to produce Cacao.

At present 1001 homes built housing over 4k people to date with 234 homes have been being in Koroipita itself. The infrastructure and sustainable nature of the homes have survived through several cyclones and have made families more self-sufficient.

The next stop was the Vatukoula Gold Mine, which has been in operation for over 87 years. The speakers discussed how VGM continues to strive towards modernizing its workforce with the recent change in Fiji law to enable women to work underground, and continues to run attachment programs for students. They also have plans to upgrade their infrastructure and to encourage more people to work underground as well as improve and increase productions.

Lessons learnt: Sustainable development requires leaders that will acknowledge an integrated approach thereby understanding the situation on the ground, as well as including communities in discussions that will contribute to an inclusive development plan. It is important is to see the implementation of the plans and regularly monitor and evaluate the effectiveness of such developments. More often than not, we see that a well-developed plans exist, however, implementation, monitoring and evaluation aspects are lacking.

Our third and final stop for the day was at Koroipita Lautoka. An enthusiastic Peter Drysdale welcomed





Tourism, Sugar, Mining and Agriculture – West Site Visit

Day 2 Duty Group: Taura Tale

Speakers: Simon Cole, Founder and owner Vuda Piggery and West Farm Holdings; Michael, Sabeto NAtalau Land Owners Commercial Farming; Arif Khan, LF 2017 Founder and Owner Cacao Fiji and Vanua Chocolate Cafe; Cynthia Rasch, Chief Executive Officer – Port Denarau Marina.

Brief Day 2: Day 2 started at 6am with a wellness and wellbeing segment on the Foot island at First Landing Resort, followed by visitations to Vuda Piggery, Natalau Village, Cacao Fiji Chocolate Factory, then to Denarau Marina and completed the day with a Role play and reflections of “Billy Budd”.

Overall reflections highlighted the benefits of Alternative Agriculture all the way through to commercial level by value adding to the primary produce. The various site visits were mainly to entrepreneurial farmers/operators in their unique fields who echoed the need to be passionate, committed and driven to achieve their goals.

The speakers highlighted that Alternative Agriculture is like going against the current where you have to prove a point to the public, regulatory bodies, government ministries and the private sector that your idea is valid as a formal source of income.

Start-up business take-up all the risks, costing and technical expertise and therefore necessitates persistence, innovation and optimism at all times in order to survive.

With the second wave of COVID-, the business community in Fiji were not spared as the supply chains were linked to the tourism industry. As a result their survival largely depended on the resumption of international travel and complete lifting of COVID-19 restrictions. Whilst some have adapted to this “new normal”, they full potential was still linked to Tourism.





The Day's 2 segments also highlighted that only hard work, sacrifice and being true to yourself as a Leader will allow you to reach your full potential & enable your dreams to eventuate into a lucrative business venture.

Lessons learnt: Established that team work is essential to ensure the program runs smoothly particularly as it is the first face-to-face site visit after numerous virtual sessions. Multi-tasking of roles is equally important to be ready for any changes in the program or even for technical issues that may arise during the site visits. Timekeeping reminders and communication were crucial at all times. Polite reminders were important bearing in mind the travelling issue.





Tourism, Sugar, Mining and Agriculture – West Site Visit

Day 3 Duty Group: Tagimoicia

Speakers: Mr. Jason Tutani, LF2012 and Park Manager and Dominick Lee, Team Leader, Taiwan Technical Mission.

Brief Day 3: The segment commenced with an overview of the Sand Dunes, its formation, land coverage, legends, vegetation and various activities over the years. The importance of preserving the national heritage park was highlighted and measures taken to maintain, preserve, protect and sustain the park. The LF2021 participants were taken on a scenic tour around the park with teamwork displayed throughout the hike helping each other through the journey, a splash of laughter and a pause and pose to capture great memories. Being one of Fiji's earliest recorded prehistoric sites, the LF2021 were fortunate to come across evidence of the past through segments of pottery on the sand hills.

The day ended with a visit to the Taiwanese Technical Mission in Sigatoka where where the participants were informed of their contribution to the community through the Taiwanese government and the International Cooperation and Development Fund (ICDF), specifically on agriculture. It all started in Seaqaqa in 1978 with sugar cultivation, then in 1992 they made the

move to crop farming in Korinivia and in 1998 moved to Sigatoka due to land suitability for vegetable, fruit farming and recently poultry and aquaculture. They highlighted that guava and dragon fruit are high end fruits suitable for the Fiji climate and a growing local demand. They are involved in the community through engagement with training and capacity building programs for close by farmers. The LF2021 team visited the Dragon fruit and guava plantation and the team were briefed on the technical aspect of faming these two fruits.

Lessons learnt: It is important to preserve heritages such as Sigatoka Sand Dunes National Park as it reflects values and defines people's national identity. It is not only a source of income for the community or marketing aspect for tourism industry but holds records of the history of Fiji and is an irreplaceable natural source of creativity and inspiration.





Law and Order Speakers – Site Visit

Duty Group: Tilapia

Speakers: Commander Sitiveni Qiliho, Commander Jone Kalouniwai, Commander Francis Kean, Mohammed Feroz, Doreen Huon, Analaisa Ledua, Philippe Garand, Alvin Prasad, Rajnesh Prasad, Barbara Farouk, Major General Jioji Konusi Konrote.

Brief: This first session brought together three senior Commanders from the Police, Army and Correctional services. This enabled us to have a better understanding of how each sector operated both individually and together. Each commander provided challenges faced in each of the sectors which lead into general questions from our group on succession planning, women in the space, fitness, and health as well as domestic violence. It was clear that each of these leaders was passionate about their respective sectors and that work was being done in the background to ensure that areas of improvement were constantly being assessed and mindset change was in progress.

Our next visit was to the Holiday Inn, Suva where we had the opportunity to hear from several of their senior managers including their General Manager. They provided us with brief details on their respective sectors which included the Food & Beverage, Rooms Division, Sales & Marketing as well as Hotel Operations and Management. Our team then travelled out to the Fiji Society for the Blind based in Vatuwaqa. Their Executive Director

and her team provided us with an overview of the Society's objectives and progress, as well the challenges faced over COVID with most of their students returning to their homes and only having two students from Tonga still in their care. It was emotional to see and hear about the daily challenges that the students, their families, and the Society's team face. Considering all this it was heart-warming to see the Societies passion and commitment to the blind community specifically the impacted children. This was reflected in the set up of their dormitories, their personalised desks and brail typewriters to name a few. We sat and enjoyed a quick lunch with the society members and packed up and moved on to our next visit.

We ended our day with an official visit to the State House. This provided us with the opportunity to tour the venue and the presidents team gave us details about the history of each room as well as the spaces whereby each elected to office would be able to alter to ensure that they felt at home. After our tour we had the honour of meeting and hearing from the President, who gave us an overview of his role and was keen on understanding each of our backgrounds. We ended the session with afternoon tea and refreshments.

Lessons learnt: It was great hearing from all speakers as they spoke with such passion on the way forward in their respective area's.





Participant's Choice

Duty Group: Tilapia

Speakers: Lailanie Burnes, (LF2009) Co-Director of Inferno Smokehouse and Grill and owner of Warrior Fitness; Imrana Jalal, Human Rights lawyer and women's rights activist; Riddhi Damodar, Business woman and political figure; Jitesh Patel, President – Suva Retailers Association; Mue Bentley Fisher, owner – Mana Coffee Fiji; Abdul Hassan, Chairman – Real Estate Agents Licensing Board of Fiji; Honourable Semi Koroilavesau, Minister of Fisheries – Ministry of Fisheries; Dr Keresi Lomata, Senior Veterinary Officer – Ministry of Agriculture; Wah Sing Yee, farmer and entrepreneur – Marco Polo Holdings Ltd, director and Garden City owner; Tevita Tupou, Consultant – United Nations Development; Dr Prem Singh, Clinical Supervisor – Empower Pacific

Brief: The participants were taken through first hand experiences of leading through a crisis and the importance of persistence and determination in their everyday life, especially during a crisis.

Some of the speakers highlighted women's roles in empowering society and the importance of women in leadership.

The participants learnt about autism, signs of autism and the lack of awareness on the topic.

The speakers also highlighted the increasing operating costs and hardships faced in business during COVID-19 pandemic.

The participants learnt more about the agriculture sector, the need to think small and start from basics in Agriculture, the Ministry of Fisheries and its guiding legislations and operating framework, the difficulties faced by veterinarians in Fiji and changes that would benefit the profession.

Drug and human trafficking problems were highlighted. This problem was due to Fiji being situated as the hub of the South Pacific geographically.

Mental health issues in Fiji were also covered. Participants were enlightened on the work carried out by Empower Pacific.

Lessons Learnt: The participants were reminded of the significance of leading by example and having no excuses in life.

The participants were encouraged to recognise when an opportunity arises, learning from the job and not taking things that happen personally. From adversity comes opportunities.

Planning and innovation was an important part of the sustainability of a business, especially through hard times like COVID.

Participants were told of the importance of checking up on their employees and recognising and being aware of the signs of those with mental health or anxiety issues.



Mid Year and Closing Retreat

Day 1 Duty Group: Tui Tui

Speakers: Sharyne Fong, William Parkinson

Brief: Day one started with 'Being in the moment' and different mind-set such as, 'Fixed', 'Growth and Benefit'. This was followed by 'How great leaders inspire Action', the Golden Cycle example of finding your way. The team was also provided time for Buddy reflection, Creative Thinking and we were provided with an introduction on The Apprentice challenge. The topic of Influential Leader traits and Assertiveness was also covered in this session.

The three V's of communication and later in the day on Brand marketing. The day ended with dinner followed by redesigning Leadership Fiji at the Conference room.

Lessons Learnt: So the key take aways during day one was learning about the different aspects of Fixed & Growth mindset, development requirements in individual strengths and how to contribute to a successful future. We also touched on Personal Branding and its importance.

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Mid Year and Closing Retreat

Day 2 Duty Group: Tui Tui

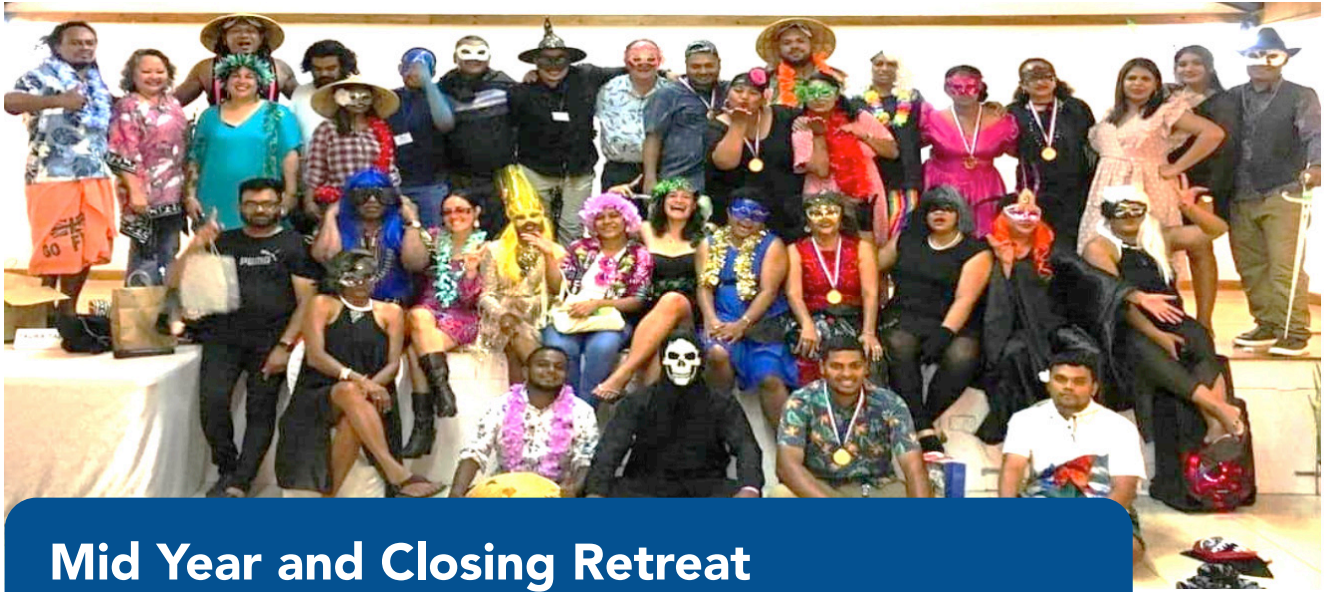
Speakers: Sharyne Fong, William Parkinson, Malakai Naiyaga

Brief: Day two started with Mindfulness and wellbeing, followed by the formal session started off with reflections from day one with buddies sharing their learnings and their Whys. The apprentice challenge followed which had our teams thinking outside the box and coming up with a creative sales pitch to investors. Mr Naiyaga, a Leadership Fiji Director and a former managing director of BSP Life, then joined us after lunch and shared his experiences as a leader. Our afternoons session covered Adaptive Leadership and ended with buddy reflection discussions on 'For a New Beginning' by John O'Donohue.

Lessons Learnt: The lessons learnt during these sessions were, the 'Why' sharing of individual that indicated a strong sense of responsibility of each member towards developing and helping to put things into perspective towards their why and what is required of them. The Apprentice Challenge showed the creative side of the brain by each member and learning the art of investing. The presentation of the resident Leader to understand better on the Values of Leadership and a few which are Integrity, Teamwork, learning to read and being informed, sense of appreciating Co-workers or people within our respective

organisation. The Resident leader with his bank of experience helped participants understand the true characters of Leadership such as Humility. The Adaptive Leadership session helped members differentiate both Adaptive problems and Technical Problems and basically the right ways to build your systems.





Mid Year and Closing Retreat

Day 3 Duty Group: Tui Tui

Speakers: Sharyne Fong, William Parkinson

Brief: We kick started day three with our mindfulness and wellbeing followed by Buddy reflections. Our formal session had us watching the LF Adaptive Leadership video. This consisted of LF Alumni members relaying their views, experiences and understanding of adaptive leadership and some of the challenges they faced as leaders. This was followed by a discussion on “No going back to Normal” and Leadership perspectives and reflections.

Leading up to the closing retreat we were all asked to pull together a 3 slide presentation of our journey through the program and each participant presented this at the session.

We ended our day 3 session with a vote for our LF2021 Class President and Vice President.

The day ended with a mesh up challenge where the room was filled with colourful costumes and beautiful entertainment by each team.

Lessons Learnt: The participants learnt about “managing the heat”, controlling “triggers” and understanding that people came from different backgrounds. The videos based on adaptivity and leadership covered various aspects, such as, managing discomfort, celebrating success, being more appreciative and the importance of adapting in life challenges.



Mid Year and Closing Retreat

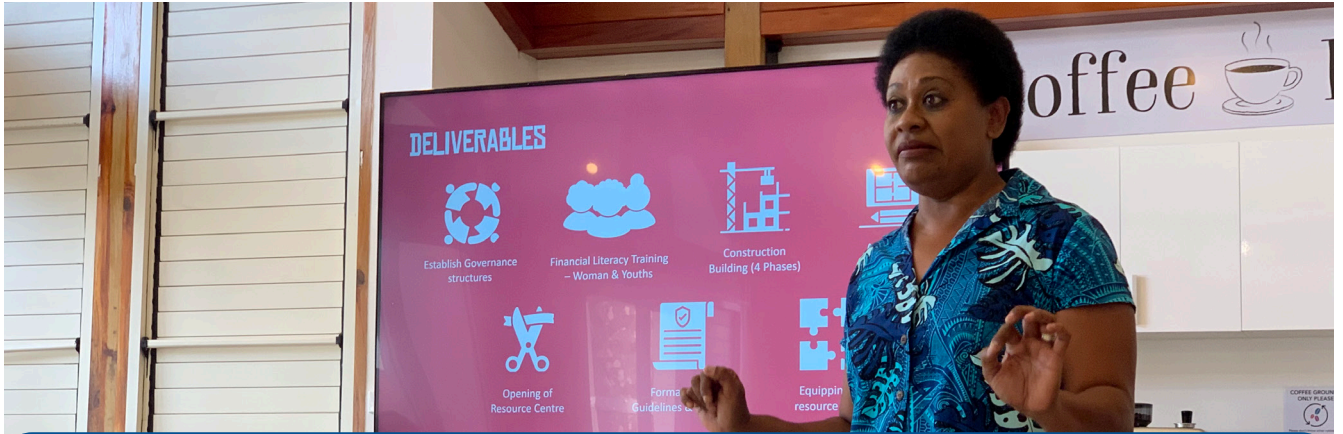
Day 4 Duty Group: Tui Tui

Speakers: Sharyne Fong, William Parkinson.

Brief: Our final day started off with reflections from each buddy group sharing their learnings to date as well as their commitments moving forward as individuals and a group. The session ended with a Circle of Trust activity and the election of our Class & Vice Presidents for our Fellows Project.

Lessons Learnt: The key take away was to be able to find out purpose, learning to appreciate others, committing to our future plans and that leadership actions start with us!





2021 Vision and 2020 Fellows Project Presentation

LF 2020 and LF2021 presented their vision and fellows project respectively at the Greenhouse Studio at 33 Desvoux Road, Suva on the 3rd December 2021. Panellists Mr William Parkinson, Ms Ronna Pastorizo-Sekiguchi and Mr Richard Naidu provided critique and feedback to both groups. Sponsors of the Leadership Fiji program were also invited as guests and provided feedback to both groups following the presentation.

LF2020 Fellows Project Presentation

LF 2020 delivered their fellows project at the height of the second wave of COVID19 in Fiji. Lockdown challenges faced by COVID19 inspired the group's interest to change from their initial school targets to individual homes - enabling a learning space at home. 73 desks and chairs were personally assembled by the group and distributed to selected beneficiaries. They have committed to building an additional 88 desks and chairs with plans to distribute to 4 communities in 2022.

LF 2021 Vision

The LF2021 group vision is "My island home, enriched by its past, embracing the voices of all our people, inspiring action and change in a free and secure, green and healthy Fiji".

Presented by Simon Peter, Berlitta Bonny and Kalesi Volatabu, LF 2021's presentation shared the six pillars for delivery based on the group's vision:-

Inclusive: involving everyone

Secure: achieves sense of well-being

Free: enhances freedom of choices

Resilience: inspiring action and change

Health: promoting good health

Green: promotes a sustainable environment

LF2021 has delivered 4 projects aligned with the pillars during 2021.

For the fellows project, LF2021 intends to assist the Naidere Youth in building a community centre for Nadounumai (Suva), a community considered as a "red zone" community. The intended project hopes to impact 905 direct beneficiaries and support growth of income generating businesses. Critique and feedback from the panellists were taken on board to advise on delivery.

LEADERSHIP FIJI CHAIRPERSON'S ADDRESS 2021- LF2021 GRADUATION DINNER

FRIDAY 3RD DECEMBER 2021, HOLIDAY INN, SUVA



Brief: Mr. Parkinson welcomed the esteemed Chief Guests Acting British High Commissioner, H.E Mr Paul Welsh and Mrs Jessica Welsh, sponsors, partners, Board, Alumni and 2021 participants.

Mr Parkinson acknowledged that Leadership Fiji officially completed its 20th year having turned 20 on the 6th of February, 2021 and that it had been quite a journey since the experiences of 2000 which turned that adversity into an opportunity and led to it establishing off the Leadership Victoria model.

The Chairman highlighted the early phase of Leadership Fiji with its program starting off in 2002 and credited its successful journey to its partners and sponsors' belief in its vision "to develop and enhance the quality of leaders in Fiji". Following 2021 class graduation, Leadership Fiji has officially crossed the 500 mark with 505 members in its Alumni Network.

Mr Parkinson highlighted Leadership Fiji's firm belief that Leadership is Action, not a position! As such, in August 2020, a Leadership Fiji Community Fund (LFCF) was launched and had 13 community projects completed with \$73,000 funds disbursed. The LFCF objective is about

supporting communities. Funds are made up of year group excess funds from fellows' projects, and philanthropists such as Parkinson Pacific Foundation (PPF). He further encouraged other donors to use this as a means to reach out to communities. It is hoped that the LF Alumni will take advantage and reach out to communities to make a difference.

The Chairman expressed his appreciation to those that have consistently paid it forward through the school prefects leadership training. Since commencement of this initiative in 2019, leadership training have been conducted to 721 High School Prefects and 38 Primary School Prefects. These Alumni members were:

1. Ioane Nawaikula (LF2009);
2. John Yee (LF2018);
3. Julianne Verma (LF2013);
4. Nancy Tikoisuva (LF2009);
5. Sowani Nabukavou (LF2010);
6. Veronika Naiwaqa (LF2015);
7. Viliame Waqalaivi (LF2017).

The LF program has expanded to facilitate leadership training programs to corporate organisations. The programs are customised to meet the needs of organisations. In addition, a Children's Leadership Program Series is also available and ran virtually during the year. It currently has 68 Children Alumni. There are also guest speaker series targeting emerging issues and various demographic segments. Moreover, there were a series of weekly articles on the LF Alumni in The Fiji Times from March to June and from June to September LF Alumni Testimonials as part of the 20th Anniversary plans.

Mr Parkinson acknowledged LF2021's resilience through the year as remarkable despite the COVID-19 challenges and having virtual sessions for six months. He further expressed his gratitude to families and employers of this year's participants and for their support through the program year. It was a journey of exploring and taking the participant's way out of their comfort zone.

Before inviting the Chief Guest, the Chairman provided a brief update on LF's long term strategic plan of having its own building and "home" for the Leadership Centre.



HIS EXCELLENCY, MR PAUL WELSH, THE ACTING BRITISH HIGH COMMISSIONER TO FIJI – 2021 GRADUATION KEYNOTE ADDRESS.

The graduating class of 2021 was honoured with the presence of His Excellency, the Acting British High Commissioner to Fiji, Mr Paul Welsh and Mrs Jessica Welsh.

Mr Welsh opened his address by acknowledging Leadership Fiji as a great brand synonymous with innovation, dynamism, compassion, inclusivity and integrity and complimented the Board, Alumni and its funding partners.

Mr Welsh also acknowledged the presence of Mr Joshko Wakanisayi, Executive Director, Spinal Injury Association as being one of the most impactful and inspiration leaders he had ever met. Mr Wakanisayi's presence was befitting as it was also International Day of Persons with Disabilities.

The Acting High Commissioner shared his colourful leadership journey and thoughts about what leadership ment along the way. Making the following statements:

Constant self-learning: "There are many websites and books that will tell you what you need to do and say and how to behave to be a good leader.

These are all instructive and helpful in helping us to decide what sort of leaders we want to be.

But for me there is no step by step manual to leadership. It needs to be personal to you as an individual but also personal to the environment

that you are operating in. It should be the result of constant self-learning and at the end of the day should come down to what sort of leader you

want to be. It is not just about attending training courses and ticking boxes." *Stay focus:* "It is good to be enthusiastic but it is vital not to lose sight of what is important and that is - people are at the heart of everything we do as leaders."

Genuineness: "You cannot lead and inspire if you don't know yourself, and you cannot be yourself if you do not know yourself and if you're not yourself, you present a false image of yourself".

Values of an effective leader: "are considered as self-awareness, boldness, strong communication skills, flexibility, humility, integrity, clarity, honesty, empathy, transparency, accountability and community. "

Self-service to society: "Giving up personal time and effort to help others is the most important way to demonstrate leadership. Acts of charity and community engagement will always be needed to raise awareness, funds, ease suffering, cure diseases and save lives."

The Acting High Commissioner closed his remarks by sharing an impassioned encounter with an inspiration leader who grew on the streets and currently runs a homeless shelter in Lautoka. The shelter takes in victims from all walks of life. Her mission is not only to give them a refuge but to try and help them sustain themselves by building confidence and help them find employment. She seeks no reward nor recognition. All she wants is to help people and to stop them from going through the struggles she had to. An act of self-service to the community.

2021 COMMUNITY PROJECTS

Despite the COVID-19 lockdowns and restrictions, the LF2021 group was able to carry out various community projects around Fiji. The activities were as follows:

1. LF2021 Donation:

Food/grocery packs and seedlings to residents of Jittu Estate in Suva. The total value was FJD1,000.

2. Shelter support

The group was made aware of a family from Nadi living in tents as they were unable to afford to completion of their home due to COVID-19.

The group had raised and donated approximately \$1,000 to assist with purchasing necessary materials and completing construction.

3. COVID-19 Relief Packs

The group had found that there were some families impacted due to border closures during the COVID-19 lockdown and restrictions. The families consisted of just under 30 men, women and children. These individuals travelled into Suva

from Kadavu to attend a funeral in April but as a result of the border closures could not return to their homes.

Team Tui Tui pulled together bulk food packs including general grocery items, cleaning items as well as basic hygiene products.

4. Pan Pacific South East Asian Women's Association and Leadership Fiji 2021 Book Drive

In partnership with the Pan Pacific South East Asian Women's Association over 30 boxes of books were collected from the community with 15 being distributed to the Vio Island community for their children's library collection

5. Nationwide Tree Planting

In partnership with the Ministry of Forestry, Ministry of Youth and Sports and Sigatoka Sand Dunes through a National Tree Planting Campaign the group participated in tree planting activities around the country. The aim of the project was to plant 13,000 plants in the various sites identified across Fiji including areas in the North, West and Central division.



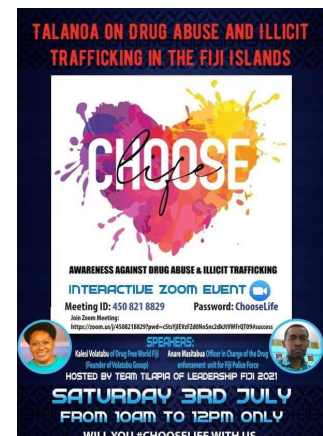
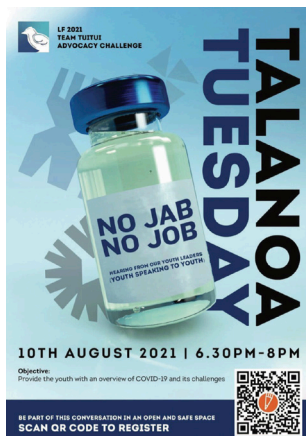
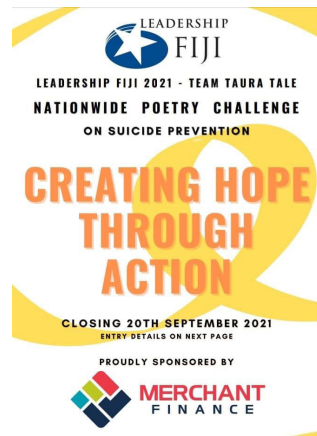
2021 ADVOCACY CHALLENGE

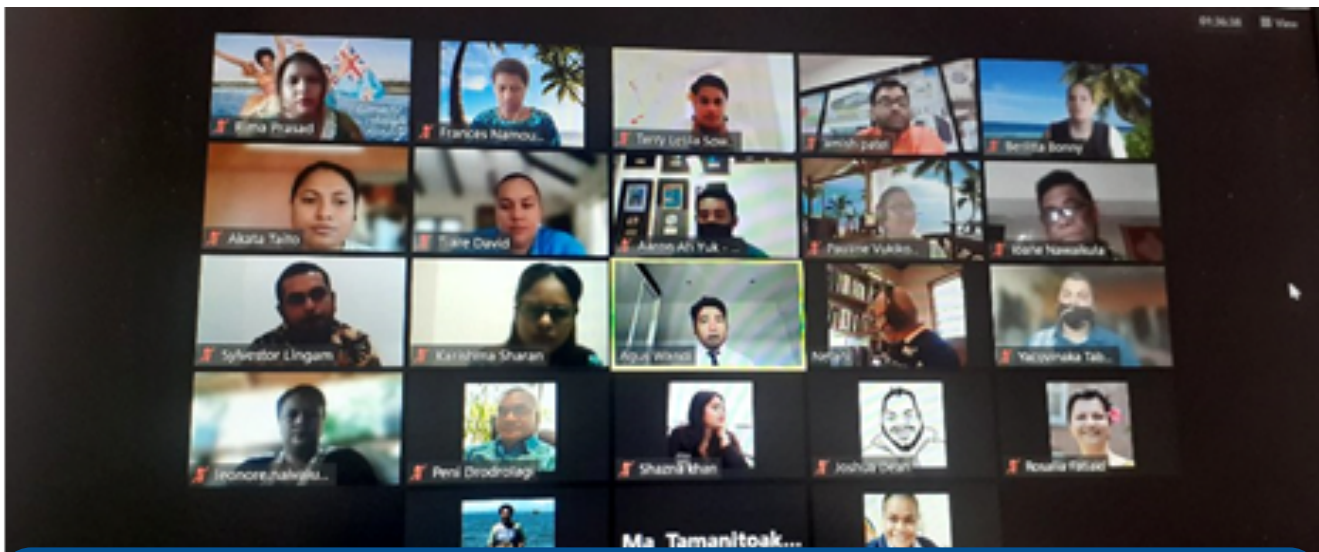
In addition to our LF sessions being virtual, our teams had to also manage and coordinate their Advocacy Challenges via Zoom. This was not an easy task especially when it took place during the peak of the pandemic in Fiji. We now required our speakers to avail themselves virtually to address our participants, be tech savvy to some extent and if dialing in from home have good internet connection.

Our team coordinated each session through technical glitches and Internet fluctuations all with ensuring that each speakers words of wisdom and passion in their areas was echoed across the forums we set up. We covered all areas of media for these challenges which was measured by each team, this included social and print media and regional competitions.

Overall our teams managed to pull together 5 amazing Advocacy Challenges who's reach virtually was one to be admired.

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World Day for Cultural Diversity for Dialogue and Development

Duty Group: Tabua

Project Date: 28 May 2021

The key goal for this advocacy challenge was to bring experienced speakers to a wide audience who usually wouldn't get the opportunity to be exposed to them in their daily lives. Speakers spoke on the relevance of World Day for Cultural Diversity for Dialogue & Development to Fiji's past, present and future situation.

Speakers discussed on how Fiji is a multi-diverse society with its own benefit, structure and providing platforms to provide national issues will need careful reviewing and engagement in order to obtain more attention from the general public.

The following areas were advised as the underlying factors for the diversity issues on our small island:

- a) misunderstanding of other ethnicity, culture and religion;
- b) fear of the Unknown – Unestablished truth that has shaped people's views regarding a certain group of people;
- c) tokenism that thrives in the society;
- d) and a great need for awareness of who we are as Fijians in our multi- diversity.

Brief: The virtual advocacy was organized to create dialogue among different groups on the context of this advocacy and its relevance to Fiji's situation taking into consideration Fiji's past, present and aspirations for the future. Fiji is a multidiverse society with its own benefit, structure and providing platforms to provide national issues will need careful reviewing and engagement in order to obtain more attention from the general public.

The following were some of the underlying factors that has misled the uniqueness of our Fiji's multi-diverse community, a) misunderstanding of other ethnicity, culture and religion; b) fear of the Unknown – Unestablished truth that has shaped people's views regarding a certain group of people; c) tokenism that thrives in the society;

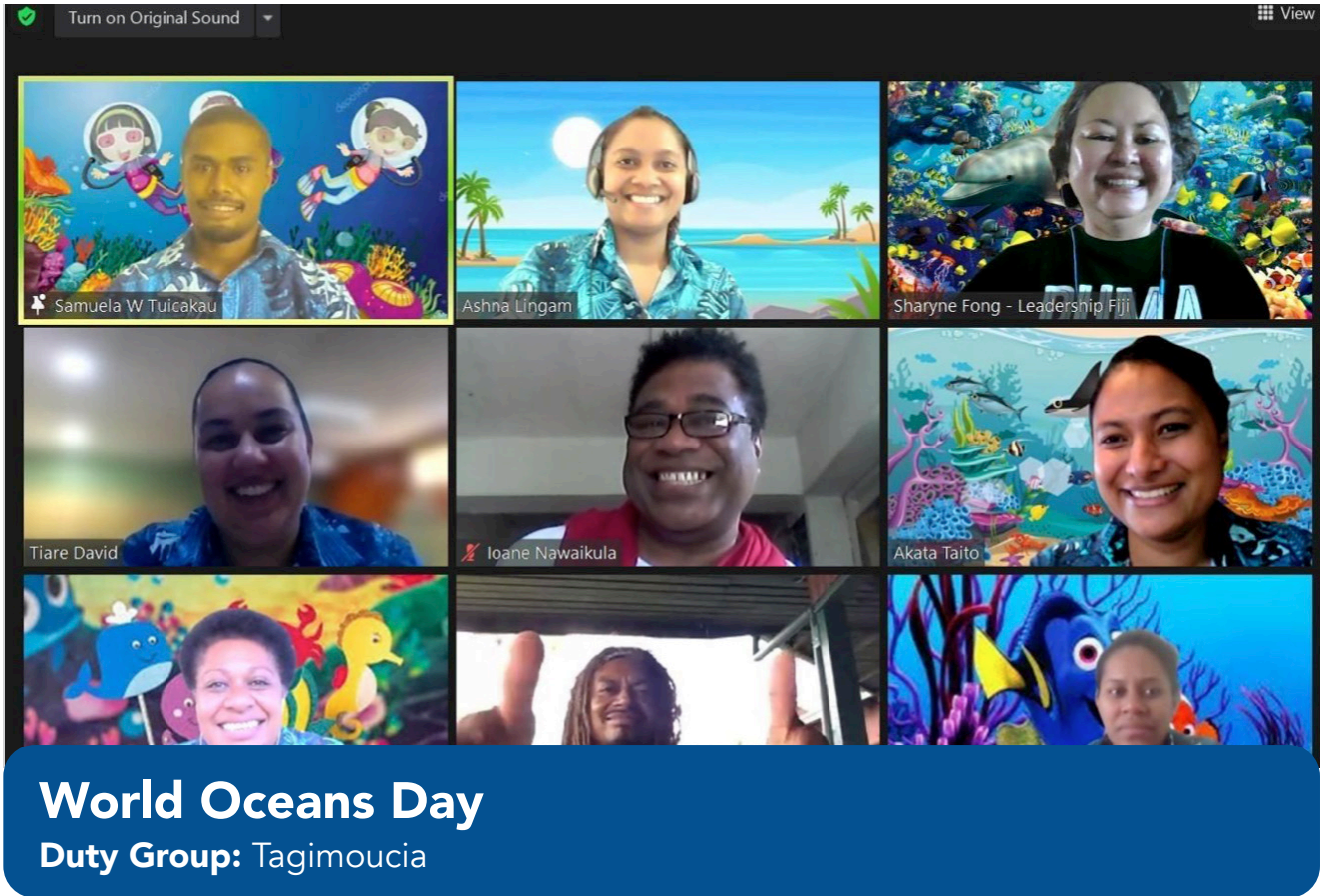
There is a real need to engage more in the discussions of Fiji's multi diversity to unpack myths created that continue to generate fear of living in a multi-diverse community. It was clear that every Fiji citizen should make an effort to learn about other cultures and verify myths that have created tensions between different ethnicity over the years. In order to move forward, there have been researches and well documented papers on processes and progress of multi- diverse communities around the world but uniquely in Fiji given the culture and faith aspect that often drives the positioning of one's world view.

Lessons learnt: It is clear that our diverse country has a way to go to unpack the underlying cultural, ethnic, religious and racial issues. These often are in built conscience bias which will take time and understanding to overcome. As citizens of Fiji we need to ensure to embrace our multi-diversity through sharing of information, eagerness to learn about the different cultures, religions, ethnicities, etc. around us.

Leadership Fiji must continue to host dialogue among leaders regarding this issue.



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Project Date: 19 June 2021

Activity: In line with World Oceans Day theme (The Ocean: Life & Livelihoods) and in support of national policies, Team Tagimoucia of the Leadership Fiji (LF) 2021 cohort organised a virtual event targeting students from Classes 5-8. The virtual event was organised to accommodate the prolonged movement restrictions due to COVID-19.

Brief: The virtual event was attended by more than 75 children from Classes 5 to 8. The two guest speakers included: (1) Marica Vakacola of the Mamanuca Environment Society: MES Fiji, who shared insights on the conservation work they do to protect the marine and terrestrial environment of the Mamanuca Islands in Fiji; and (2) Walt Smith, Founder of Aquaculture Development for the Environment (ADE) and Author of Bula Buddies who shared a wonderful tale about whimsical underwater Superheroes, working together to protect their ocean and home. Most importantly, the story underlined an important message about the growing concern of global warming and its impact on coral reefs. In addition, there were important messages shared by local

Ocean Advocates including, Hannah Bennett, Professional Surfer; Leone Vokai, LF2021, Diver and Owner of Great Sea Reef Divers; Lailanie Burnes, LF2009, Former Captain of Fijiana 15s Rugby team and Director of Inferno Smokehouse & Grill; and young champions Lomani, Mana and Elijah Kalounisiga.

In terms of community reach, a facebook page was created (LF 2021 Team Tagimoucia) to raise awareness on Tagimoucia’s advocacy Challenge: World Oceans Day. As of 27 June, 2021, there were 604 followers and 599 likes. By disaggregation, page likes included, 59% women and 40% men mostly between the ages of 25-44, with majority being from Fiji. The event registration flyer had the highest post reach with a total of 2,815 people with 30 shares. Page insights included 8,787 post reach and 847 post engagements. Additionally various updates, posters were also shared on Instagram, Twitter and LinkedIn through LF Page and member’s personal account. From mainstream media, a press release was also issued and was published by the FijiSun. Fiji Broadcasting Corporation also interviewed Tagimoucia representative Ms Tiare David and LF Chief Executive Officer, Ms Sharyne

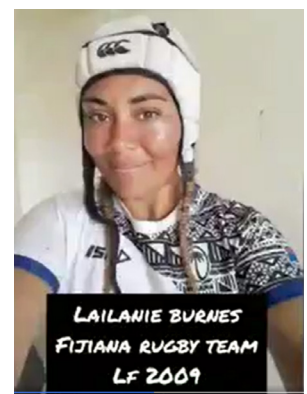
Fong in relation to the advocacy challenge. A snippet was published on the FBC page and aired on the FBC afternoon news on 28 June, 2021. Other mentions include the World News, GlobalNPO and Australian High Commissioner's internal BULA-TIN.

Lesson Learnt: It has been a challenging year as we were restricted by containment measures put in place for the 2nd wave of COVID-19. This did not stop us from moving forward with our advocacy challenge as we transitioned to the online platform. We changed our target group

and activity. This initiative created awareness for sustainable management of ocean resources and transferred valuable knowledge to our younger generation. Positive feedback was received from young participants and their parents on the knowledge gained on the marine environment and commitment to protecting them subsequent to the event. These students will have the greatest impact and we expect them to influence the older generation to sustainably manage our ocean resources and build a community that is environmentally conscious.



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International Day Against Drug Abuse and Illicit Trafficking

Duty Group: Tilapia

Project Date: 26 June 2021

Activity: The group's aim was to create awareness about drug abuse and illicit trafficking and implement an awareness campaign for Fijians.

Brief: The group carried out the advocacy challenge using social media, textiles, outsourced awareness kits given from MOMs and powerpoint presentations from Drug Free World Fiji, visual audio and hosting an interactive zoom event.

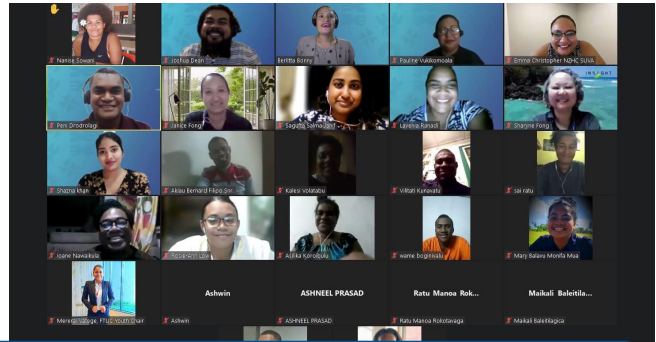
The group created an advocacy Facebook page. Through the Facebook page the group posted "Did you know" fact sheets, drug abuse survivor stories and an advocacy video.

The zoom event hosted by the group had guest appearances by Ms Kalesi Volatabu, founder of Volatabu Group Trust - Drug Free World Fiji (and

also a Leadership Fiji 2021 participant) and Mrs Ellana Kalounisiga, founder of Ministry of Mums Fiji. Both speakers provided great insight and on the ground experience into this very important topic.

Lessons learnt: Team Tilapia all agree that open dialogue and continuous awareness on drug abuse is key to combating the issue. In Fiji, they believe culturally there is a taboo around talking about drugs and drug usage making it very hard for parents to speak openly to their children about why they shouldn't take drugs or how to deal with a child that is experiencing a drug problem.

The team hope to continue to raise awareness on drug abuse and illicit trafficking in the Fiji Islands on their Facebook Page and have designed a t-shirt with their motto "Choose Life" available to order through their page.



International Youth Day

Duty Group: Tui Tui

Project Date: 10th August, 2021
Talanoa Session 1: No Job, No Job

Activity: As part of our advocacy challenge we held our first Talanoa session to provide a forum that youth could hear from fellow youth on the new No Job, No Job Policy. Our goal was to promote our event across as many platforms as possible and get the best speakers to talk on this topic. For this first session we had youth leaders speak on the topic from a legal, business and youth group perspective.

We had 37 individuals sign up for the event with 20 actually attending the event.

Brief: We were grateful to be given the opportunity to provide an open safe space for youth to participate in a discussion on the No Job, No Job policy.

Our speakers were:

- Vilitaki Kunavatu, Coordinator of the Drug Free World - Fiji, Levuka Chapter, Provide a personal/professional opinion on the No Job, No Job policy Overview of youth group perspective
- Mererai Vateqe, Senior Industrial Relations Officer, National Union of Workers Provide a personal/professional opinion on the No Job, No Job policy Overview of the legal & human rights perspective and elaborate on the impact this will have on the future of youths in our country
- Sagufta Salma, Vice-Chairperson for the Young Entrepreneurs Council Provide a personal/professional opinion on the No Job, No Job policy Overview of Impact on business and employees with this policy

These speakers provided an overview of their roles, their views on the policy as well answered queries from the attendees. We could tell that the 1.5hrs allocated just wasn't enough. There were a lot of questions that were presented and our speakers were great at responding.

Lessons learnt: This was our first attempt at hosting a Zoom session along with all the pre-work required to hold an event and it was a great experience. From this call we realized that there was still a lot of interest in the topic and the feedback we received has encouraged us to try to organize a follow up call.

Project 12th August, 2021

Talanoa Session 2: Transforming Food Systems: Youth Innovation for Human and Planetary Health

Activity: To commemorate International Youth day, Team Tuitui hosted a ½ day virtual session inviting a panel of speakers to help us advocate this year's theme to our fellow youths. This year's theme is Transforming Food Systems: Youth Innovation for Human and Planetary Health so we reached out to both Government ministries and private entities to participate in this event.

We were elated when all three ministries – Ministry Youth & Sports, Ministry of Agriculture & Ministry of Environment had their PS's or representatives attend.

We also took the opportunity to launch our collaborative video which we had worked on in the weeks leading up to this event and had youth, youth leaders and youth supporters provide videos on this year's theme. There were 46 people who signed up with 23 attendees participating.

Brief: There were many events being hosted around the country to commemorate this day and we were greatly appreciative of these speakers who allocated time out of their busy day to speak at our forum on 'Innovation & Sustainability' during and after COVID 19 through the Engagement of Youths and Youths on the ground. We learnt a lot more about what options were available to our fellow youth from the government and private sectors, as well as the sheer passion that our youth on the ground had to innovate and create a more sustainable environment.

The following leaders participated:

Government Ministries

- Mr. Roverta Nauyacalevu, Permanent Secretary, Fijian Ministry of Youth and Sports
- Mr. Ritesh Dass, Permanent Secretary, Ministry of Agriculture Fiji
- Mr. Salvin Deo, Principal Environment officer, Public Relations & Communications, Ministry of Environment

They covered the following areas:

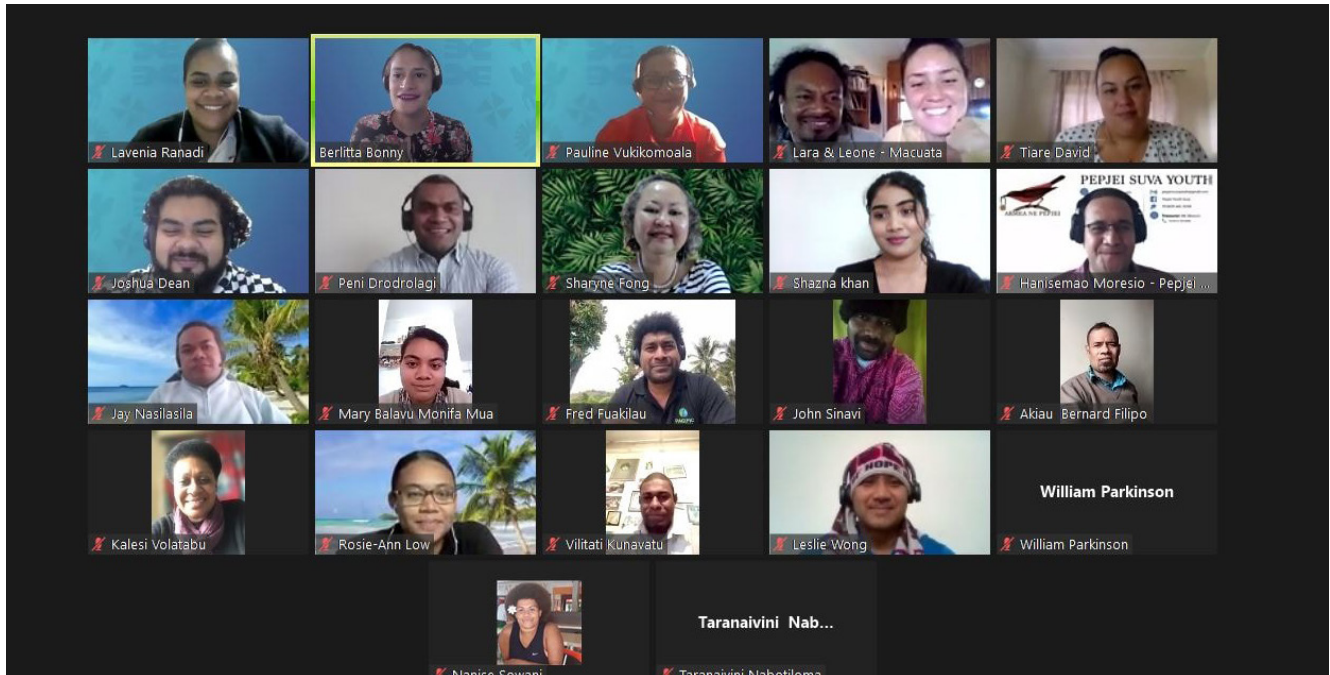
1. Provide an overview of your department and the youth engagement programs available
2. Identify opportunities, challenges and lessons learnt in facilitating these programs
3. Elaborate on future innovative and sustainable plans to encourage & engage youth for a more ecological future.

In this first session we were flooded with different plans and programs that the Ministries already had in place. It was interesting to also learn about the challenges each of them faced, lessons learnt that had enabled them to restructure their strategies and plans to suit our youth of today during this pandemic.

Private Sector

- Ms. Lara Bourke, Nukubati Private Island, Fiji
- Mr. Leone Vokai, Great Sea Reef Divers
- Mr. Jone Tamani, Tailevu Youth Council
- Mr. Fred Fuakilau, Pacific Grow





They covered the following areas:

Nukubati Private Island & Great Sea Reef Divers

1. Provide an overview of your organization
2. Identify opportunities, challenges and lessons learnt
3. Advice to youth looking to venture into alternative & sustainable farming

Tailevu Provincial Youth Council – youth on the ground

1. Provide an overview of your council and its ongoing projects/programs
2. Identify opportunities, challenges and lessons learnt over the years
3. Advice to youth looking to return to traditional & sustainable farming methods

Pacific Grow – Home Biogas

4. Provide an overview of your organization and the youth engagement programs available
5. Identify opportunities, challenges and lessons learnt in facilitating these programs
6. Elaborate on future innovative and sustainable plans to encourage & engage youth for a more ecological future

This was a great line up of speakers and each brought to the table programs and opportunities that youth all over the country could benefit from

and we were able to link youth groups with some of the speakers to assist with grants and programs.

Pacific Grow covered aspects of their Bio Gas product and the grants they have available to assist youth groups.

Jone spoke mainly about the challenges of COVID in the village, land ownership resulting in disputes since everyone was resorting to farming. He also discussed the traditional way of working together known as solesolevaki. He ended his presentation by encouraging fellow youth to look out for opportunities as they were everywhere.

Lastly our very own LF members, Lara and Leone presented about sustainable ways of preserving traditional food systems and farming to saving marine ecosystem from threats of over exploitation of marine organisms.

Lessons learnt: There is a lot of programs, grants and opportunities for youth across the country however there doesn't seem to be enough awareness on the ground about them.

We have agreed as a team, that we would continue to share and promote events, programs, opportunities, etc. through our Facebook page to ensure that we continue to advocate for our youth.



World Suicide Prevention Day

Duty Group: Taura Tale

Project Date: 10 September 2021

Activity: Team Taura Tale was tasked with the advocacy challenge – World Suicide Prevention Day. World Suicide Prevention Day fell on 10 September 2021. This year the theme was “Creating Hope Through Action”.

The target area for our advocacy was nationwide, across geographic space and ages. The group thought that the best way to do this was through the use of mainstream media and social media.

As part of the advocacy, the group planned the following activities:

- a. radio talk back shows
- b. interviews and articles to be run on print media
- c. poetry contest based on the theme – Creating Hope Through Action – Suicide Prevention
- d. Leadership Fiji 2021 group vigil
- e. promote agency posters and factsheets on prevention and building resilience.

To execute our planned activities, Team Taura Tale approached media agencies, Communications Fiji Limited and the Fiji Times to promote and advocate through the group’s partners, the Ministry of Health, and specific agencies Lifeline Fiji, Youth Champs for Mental Health, and Empower Pacific for increased awareness on suicide prevention for the month of September.

Brief: Radio talk back shows - The group managed to secure a radio talk back show on Radio Sargam aired on 9 September 2021. This was hosted by Sneh Chaudhry where Prem Singh from Empower Pacific was interviewed. We were informed by Mrs. Chaudhry that this show was a huge success with many listeners calling in with issues which she referred to Empower Pacific. A second interview was aired on 16 September 2021 between the two organisations.

Interviews and articles to be run on print media - The group were lucky to have one of its members at the Fiji Times who was able to secure slots in the paper dedicated to our advocacy. Throughout the month of September, two articles were published (a) 10 September 2021: World Suicide Prevention Day – Creating hope through action. An article by Dr Devina Nand – Head of wellness and Tavaita Matamaca, and (b) 24 September 2021: Suicide – A major public health concern in Fiji by Sanju Prasad with the assistance of Prem Singh (Empower Pacific)

Poetry contest based on the theme – Creating Hope Through Action – Suicide Prevention - The poetry challenge was launched on the 6th September and closed on the 20th September 2021. The group was able to secure sponsorship for prizes from Merchant Finance. The theme for the challenge was Creating hope through action for suicide prevention. There were three categories, primary secondary and open.

The poetry challenge attracted 48 entries ranging from ages 10 to 49. The prizes for each category was \$100.00 for first place, \$60.00 for second place and \$40.00 for third place.

Empower Pacific through its judging criteria went over all the poems and the announcement of winners. Participant certificates and prize money was distributed by the group.

Leadership Fiji 2021 group vigil - To commemorate World Suicide Prevention Day, the group held a virtual vigil on 10th September. While the group were publicly advocating on Facebook to spread our advocacy message and awareness nationwide, as a group we thought it was equally important to share a private moment with our LF 2021 group.

The vigil involved candle lighting, reflections and personal pledges to acknowledge the day, as we remembered those who have lost their lives, those that were grieving and those who were creating hope through action by being a positive beacon in others' lives with kindness, compassion and care.

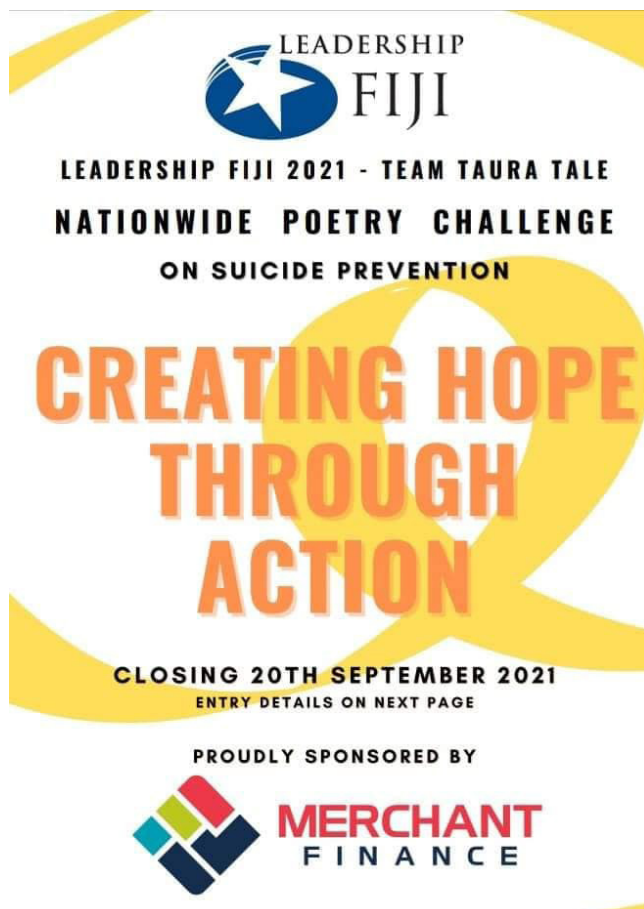
About 16 participants took part in the event.

Promote agency posters and factsheets on prevention and building resilience - To publicize our activities the group created a page called Leadership Fiji 2021 – Team Taura Tale on Facebook. Regular posts were put up to advocate on mental health and suicide prevention.

With about 790 page likes, 224 page views the Facebook page posts had a reach of 10,200 people and over a thousand post engagements with our post on the poetry having over 6,000 post reach.

Lessons learnt: While working virtually and through the second wave of COVID-19 in Fiji posed challengers, the group was able to pull through and carry out all of its planned activities.

It was evident that mainstream media is still relevant even in this digital age and the importance of marrying this with social media to get the message across.



LEADERSHIP FIJI COMMUNITY FUND

Leadership Fiji in 2020, embarked on a new initiative in establishing itself as an arm in the organisation that assists community projects through a pool of funds donated by philanthropists and Leadership Fiji Alumni Year Groups. Aimed to assist community projects around the country, the Leadership Fiji Community Fund (LFCF) is now in its 2nd year on its call for expression of interest to apply for grants. The LFCF has assisted 17 Projects in its first year of funding totaling \$90,124, receiving project proposals guided by thematic areas aligned in its application criteria.

LFCF thematic areas became the guideline for communities' project proposals.

1. Child Development
2. Education
3. Food & Nutrition
4. Animal Protection
5. Development and Protection of Women and families
6. Leadership Training
7. Promoting Democracy, Free exchange of ideas/knowledge
8. Sustainable Community Environmental Projects

Projects completed by Leadership Fiji Community Fund (LFCF)

1. On a 5 minute boat ride, you can reach Vio Island which is just off Lautoka wharf. The NGO, **Pan Pacific South East Asian Women Association (PPSEWA)** facilitated the need to have desks and chairs for the Education Centre in the tiny island for its pre-school to tertiary children. LFCF funded the chairs, desks and book shelves for the resource center which is now being used by the children. Leadership Fiji 2021 Participants also contributed through a book drive to provide much needed reading books for the children at the resource center.

LFCF Grant: \$6,095.00



The Poetry Shop Fiji

2. **The Poetry Shop Fiji** is an artist-driven organization, it was set up to serve as a network of young and emerging poets and writers in Fiji and officiate poetry reading and poetry slams across Fiji. The Arts Inclusion Project offers a diverse range of arts to children and worked closely with the Suva City Library to provide a central Suva Arts Hub for children and the communities that come from around Suva.

LFCF Grant: \$2,300.00



The Greater Good Foundation

3. **The Greater Good Foundation** provide homeless animals with medical attention, nourishment, shelter and all necessary care. Based in Raviravi, Ba, LFCF assisted in the payment of their van that rescues stray dogs and cats in the city of Lautoka and peri urban areas.

LFCF Grant: \$5,000.00



Delaikamali Youth Club

4. The **Delaikamali Youth Club** is located in Tawake Village in Savusavu, Cakaudrove. The Youth Club relies on fishing as a source of income, however there is no electricity to power their refrigerators. Since their village is very far from Labasa Town where they normally sell their produce, LFCF funded their solar equipment and installation which will help keep their sea produce frozen before they are sold at the market in Labasa. This was a great help to the young people.

LFCF Grant: \$4,780.00



Leadership Fiji

5. **Leadership Fiji** in its creative initiative had localized an overseas Adaptive Leadership Program to suit the cultural context of our leaders in Fiji and the Pacific. The Project was able to host training programs and other leadership resources for our leaders in various sectors on the topic of Adaptive Leadership. LFCF funded the training and the compilation of its videos using their Leadership Alumni as talent.

LFCF Grant: \$7,440.00



Nacokula Egg Supplier Limited

6. In Namatasomo Settlement in Wainunu Bua, a group of women started their Poultry Farm called **Nacokula Egg Supplier Limited**. A lot of money is spent on bus fares and travelling just to buy eggs for the family and children in Labasa, normally a \$28 return fare. LFCF helped the women start up their poultry shed and the supply of eggs in the community has been overflowing for the children and the community as a whole.

LFCF Grant: \$7,055.00



Jafau Cooperative Society

7. Located in Korolevu, Jafau Cooperative Society requested funds to renovate an existing old building to become a mini-shopping centre, with shops, a room for women and youth, kitchen and a car wash. Renowned for being carvers, the Jafau Community aims to get their shops running once COVID is over and the tourism market builds up again. Their one-stop shopping place will become a 'hub' for the community so they don't have to go to Sigatoka to get their suppliers, as all these will be available in their own community. LFCF assisted in the purchase of materials for the renovation of the building.

LFCF Grant: \$5,000.00



Fiji Aeromedical and Rescue Services Trust

8. **Fiji Aeromedical and Rescue Services Trust** is an NGO working on a Project that was borne from the drowning of 9year old Jerry Dauvaki of Nabua Village, Rewa in June 2020. Since Jerry's tragic drowning, there had been a spike in drownings.. Through the LFCF grant, the NGO was able to conduct training for villages along the Rewa river on prevention and mitigation by putting in safety measures, raising awareness of dangers, understanding the risks, making safe swim spaces, village swim programs and early intervention such as learning first aid, what to do correctly for drowning cases, having focal points (CERT), early CPR, early AED etc.

LFCF Grant: \$5,543.00



Drug Free World Fiji

9. **Drug Free World Fiji** advocates against the use of substance abuse through their visits to communities and schools, sharing factual and correct information and professional knowledge through drug awareness events and information sessions. LFCF funded their advocacy work around the country where they had also strengthened networks between individuals and families and relevant government services to battle substance abuse by children and young people.

LFCF Grant: \$10,000.00



Nayavutu Vuli Project

10. From the Province of Cakaudrove, **Nayavutu Vuli Project** is about building a Resource Centre for their children in the Village where kids get exposed to interactive learning and resources outside the normal school hours. It will be a center for everyone, bringing together the children to connect, not only after school but over weekends to give them structure and a routine to support their learning spiritually, mentally and physically. With the donation of funds from LFCF, the village believes that the Resource Centre will provide a learning space and a place to access educational materials to broaden their learning.

LFCF Grant: \$9,995.00



Maciu Rokosuka

11. **Maciu Rokosuka** is a gentleman from Delaidamanu Village in Naitasiri. With skills and knowledge in carpentry, Maciu has been an angel to women and young people in assisting them build up the community and village by providing adequate housing. With the help of LFCF in funding a chainsaw, Maciu is able to build, renovate and construct homes that were damaged by floods and past cyclones, in particular for women and widows and families that are in need of good housing and toilets.

LFCF Grant: \$3,149.00



Lautoka School for Special Education (LSSE)

12. Vocational studies is a part of the curriculum for Lautoka School for Special Education (LSSE) where older children with disabilities are taught a vocation. LSSE has students with all types of learning impairment and aims to provide these students with a life-long experience and training that will enable them to develop their skills where they can make it through the job market after they graduate or engage in their own income generating initiatives. LFCF granted the school with cooking equipment to help them provide the learning environment for these children with impairments and to improve their catering skills.

LFCF Grant: \$1,000.00



Society for the Prevention of Cruelty to Animals (SPCA) Fiji Islands

13. Society for the Prevention of Cruelty to Animals (SPCA) Fiji Islands promotes and safeguards the welfare of animals in Fiji. With funding received from LFCF, it helped the SPCA in its regular and targeted restocking of collars, leads, and stimulating pet toys, as well as the outfitting of a kitchen and packaging section for production and bagging of pet treats.

LFCF Grant: \$4,930.00



Leadership Fiji 2015

14. **Leadership Fiji 2015** is an Alumni group of the 2015 Leadership Fiji Program. St John Bosco School, located in Nepani had a playground with no play structures for the pre-school children to play with and the kindergarten facilities were old and in need of painting. LFCF supported the creation of the school's outdoor learning area to enhance communication skills, increased physical, mental and spiritual health for the preschoolers.

LFCF Grant: \$5,000.00



Vanuaso Youth Club

15. From Gau, Lomaiviti, the **Vanuaso Youth Club** requested for a chainsaw to help build their farm houses as they had farms that were far away from their village. The LFCF approved the purchase of a chainsaw which will also help build 10 household's toilets, roofing structure, kitchens and homes in the village that is was destroyed by past cyclones.

LFCF Grant: \$3,300.00



Pan Pacific South East Asian Women Association (PPSEWA)

16. **Pan Pacific South East Asian Women Association (PPSEWA)** supported project focused on a Greenhouse initiative for the women of the Mataqali Qoqa in Nagado village, Nadi. LFCF realized the women's needs as this initiative will enable them to start up their seedling center in their new greenhouse and help generate income as they will sell their flowers to tourism industry operators and locals when they need flowers for their functions.

LFCF Grant: \$7,800.00



Narukusara Youth Club

17. **Narukusara Youth Club** from Nakorokula Village in Rakiraki, Ra was blessed by essential equipment donations from BSP Life for their internet café Kulanet Café. Equipment provided by BSP Life were PCs and printer, while LFCF supported the purchase of a TV to help KulaNet Café provide the community with a social, educational, entertaining atmosphere for worldwide communication. Previously the children of the village would have to travel a distance to Rakiraki town to get their school learning activities printed.

LFCF Grant: \$1,737.00



ALUMNI PROFILES

2020-2002



2020 PARTICIPANTS



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ANZ Pacific Operation



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Program Assistant
Homes of Hope



Ana Maria Naiveli

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Naiveli & Co Chartered
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Ann Patricia Naisara

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Ashneel Naidu

Production Manager
Natural Waters of Viti Pte Ltd



Brenda Fenton

Northern Outreach
Manager West
Charity Trust Society
(trading as Animals Fiji)



Dirend Sagar

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Pet Technology Pte Limited



Edwin Sharma

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Isapela Serevi

Business Development
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Transam Fiji PTE Ltd



**Melanie Dean
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Melissa Harm

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Munro Leys



Mereoni Rogocala

Resort Accountant
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Penina Magnus

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Acraman Fiji



Shivneel Sivan

Mobile Insurance
Consultant
Tower Insurance Fiji Ltd



Viliame Vuniivi

Economist
Reserve Bank of Fiji



Whilma Smith

National Sales Manager
Digicel Fiji Limited



2020 COMMUNITY PROJECTS

COVID-19 Distribution Packs

Date: July 2020

Challenges: Following COVID-19 Fijians, much like the rest of the world, were suddenly faced with hardship. There were wage reductions, hour reductions, job losses and a surge of people who, almost overnight, had no way to provide for their families and did not know where their next meal would come from. This was a situation we were all facing and despite this, we were able to pull together whatever resources we had to provide some relief where we could within our own means.

LF2020 Donation: Food/grocery packs and seedlings to residents of Jittu Estate in Suva. The total value was FJD1,000.

Northern Schools Book Drive

Date: August 2020

Challenges: During one of our sessions we were introduced to the Fiji School for the Blind. The visit touched our hearts and we were overwhelmed with emotion at the level of resilience of both the students and the teachers of the school. It was identified that their immediate needs were lawn mowers to help maintain their grounds and new specialised desks to assist the students with their learning requirements.

LF2020 Donation: The group reached out to The Merch Director and were able to secure a donation of 4 new lawn mowers and utilised the skills and business of a participant, Mr Edwin Sharma. In addition to the 4 lawn mowers the participants

spent an afternoon sanding down and varnishing 10 desks that were built by TriTech Joinery (Edwin Sharma's business) to be provided to the school.

Fiji School for the Blind

Date: October 2020

Challenges: As part of the Look North session LF2020 were going to visit various schools around Vanua Levu. We decided not to go empty handed and reached out to our various networks and ran a Book Drive to help fill the various libraries and learning spaces in the villages and schools we would be visiting. We were grateful to Value City and various kind donors for the books and toys donated to support this drive.

LF2020 Donation: We made the book and toy donations to:

1. Dama District School
2. Vunidogoloa Village
3. Naidi Village
4. Nakawaga Village

LF2020 Fellows Project

LF 2020 delivered their fellows project at the height of the second wave of COVID19 in Fiji. Lockdown challenges faced by COVID19 inspired the group's interest to change from their initial school targets to individual homes - enabling a learning space at home. 73 desks and chairs were personally assembled by the group and distributed to selected beneficiaries. They have committed to building an additional 88 desks and chairs with plans to distribute to 4 communities in 2022.

2019 PARTICIPANTS



Anish Prakash Nand

Dispatch Clerk
Agro Marketing Limited



Cama Rogo

Acting Station Officer
Nausori
National Fire Authority



Christina Choy

Manager Legal Risk
Management and Governance
Fijian Competition & Consumer
Commission (FCCC)



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Program Officer
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Dhiresh Kumar

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PTE Ltd



Hitesh Kumar

Manager Infrastructure ICT
Motibhai Group of
Companies



Joanne Sakaraia

Economist
Reserve Bank of Fiji



Josua Satavu

Manager Equities
Fiji National Provident Fund



Lanieta Gadolo

Manager HR & Admin
Ministry of Fisheries



Miriama Dinamati

Sales & Finance Manager
The Greenhouse Studio



Mohseen Khan

Managing Director
Genius Tech



Navind Kumar

GM Loans Portfolio
Credit Corporation (Fiji)
Limited



Navitalai Taka

Team Leader ISP & Transport
Telecom Fiji Limited



Onorina Likusautu

Investment Officer
Merchant Finance Limited



Pita Raiqeu

Senior Sales Consultant
Bayshore Real Estate - NADI



Pravneil Chand

Community Development Assistance Manager
Model Towns Charitable Trust



Ronish Kumar

Manager Warehouses and Properties
Janty Bondwell PTE Limited



Roqiqi Korodrau

Finance Manager
Free Bird Institute



Serupepi Vularika

COVID-19 Ward Supervisor
Majuro Hospital, Marshall Island



Shaheed Ali

Manager Operation Support - Pacific
ANZ Pacific Operations



Shaun Corrie

Head of Business Development
BSP Life



Shivneel Narayan

Freelance Videographer
Consultant



Shurti Kumar

Customer Wellness Champion
Fiji Airways



Siale Yee

Senior Manager - Research & Analysis - Fiji, Samoa, Tonga & Cook Islands
ANZ Bank Fiji



Sulueti Cakau

Auditor Manager
Office of the Auditor General of Fiji



Sustina Kamali

Export and Business Development Manager
Bluescope Lysaght (Fiji) Ltd



Victoria Vollmer

Radio Host/Program Director
Communications Fiji Limited



Zohib Shah

Production Coordinator
Future Farms (PTE) Limited
T/A Rooster Poultry



2019 COMMUNITY PROJECTS

Refurbished 20 foot Kitchen Container for Nuku Secondary School

Refurbished a 20 foot kitchen container, build and constructed a shelter and pathway to the school kitchen container, donated 2 x drums stoves and supply of food ration for one school term (Term 3). Project was completed in October 2020.

Sand Dunes Dry Forest Seedling Planting

Planted 20-30 dry forest seedling at Sand Dunes Sigatoka Park in November 2020.

Supported the Veilomani Food Bank

LF2019 cohort collected and donated FJD1,000+ to the Veilomani Food Bank in June 2020.

Lautoka Hospital Nursing Conference

Serupepeli Vularika organised and initiated a 3 days conference for Lautoka Hospital Nursing on Leadership by Leadership Fiji.

Supported the Bula Broads Banking Kama Sewing Club

Donated FJD800 to Bula Broads Banking Kama Sewing club to buy the materials for their Pinktober Projects in September 2020.

Wailoaloa Beach, Nadi Campaign

Shurti Kumar of LF2019 organised a beach clean up campaign at Wailoaloa Beach. The rest of the LF2019 west team supported this campaign in July 2020.

Raiwaqa Raiwai Market Day

Victoria Vollmer organised a Railway Raiwaqa Market Day for her community in November 2020. Food, handicrafts and entertainments were sold during the market days. This initiative was supported by Roqiqi Korodrau and Ronish Kumar of the LF2019 Cohort.

2018 PARTICIPANTS



Abele Saunivalu

Director of Audit
Office of the Auditor General



Ajit Narsey

IT Admin/Company
Secretary
Narsey's Plastics



Andrew Reddy

Quality and Inclusion
Specialist
Market Development Facility



Annie Robinson

Manager Sales & Marketing
Fiji Times



Darren Kwan

Financial Accountant
Tower Insurance



Devika Darshani

Manager Reconciliation
ANZ Bank Fiji



The Late Hanisivae Taito

Senior Credit Officer Nadi/
Branch HR
Williams & Gosling



Ilaitia Varani

Audit Manager
Office of the Auditor
General



John Yee

General Manager
JP Bayly Trust



Kaiava Lekenaua

Sub Officer, Seagaqa
National Fire Authority



Kalolaini Ranadi

Senior Economist
Reserve Bank of Fiji



Karen Fong

Managing Director
The Greenhouse Studio



Kolora Mason

Head of Products and
Reservations
Pacific Destinationz



Marie Kid

Foundation Manager
Fiji Water



Mohammed Nawaz

Financial Controller
Credit Corporation (Fiji)
Limited



Nemani Lomata

Firefighter
National Fire Authority



Fawziyah Ali

Senior Credit Officer Nadi/
Branch HR
Williams & Gosling



Pratika Kumar

Senior Accountant
Communications Fiji
Limited



Rangeeta Bali

Prouds Operations
Coordinator
Motibhai Group



Sandhea Kiran

Brewing Team Leader
Paradise Beverages



Seruwaia Mario

Business Partner, Talent &
Culture
ANZ Bank Fiji



Seymour Singh

Manager Strategic Planning
Water Authority of Fiji



Takasa Panuve

Dealer Financial Markets
Westpac Bank Fiji



Talei Tuitoga

Partner
Howell & Associates



Taniela Rararua

Senior Security Officer
Reserve Bank of Fiji



Tirath Sharma

Principal
Tirath Sharma Lawyers



Viresh Chandra

Head of Information
Technology
BSP Life



Wilisoni Naqasima

Sales and Marketing
Executive
Neptune Pacific Line



Yvette Samson

Manager Human Resources
Kontiki Finance Limited



2018 COMMUNITY PROJECTS

Father Law Home

Father Law Home - Donated bedding, cleaning and gardening supplies, personal hygiene items and hosted lunch for residents at the Home.

Dama District School Book Drive

FJD1,000 worth of books, stationery, learning material and teachers' aides, including a cash donation of FJD300 for student field trip to Labasa. Refurbishment and stocking of the Library in 2019 as part of Fellows project.

Clothes Drive St Giles Hospital

Donated 15 boxes of pre-loved clothing to St Giles, 100% donation in kind from Leadership Fiji 2018 participants, and 30 volunteer hours.

Mangrove Planting Project

Planted 5,050 mangrove propagules and donated FJD435 toward Mangroves for Fiji research.

Mobile Kindy

Donated stationery and learning materials, storage containers, colouring books, charts, paints, disinfectant, hand towels, books and snacks.

2017 PARTICIPANTS



Aradhana Devi
Manager
KPMG



Arif Khan
Director
Bay Shore Fiji



Artika Prasad
Senior Accountant – Audit
Assurance
& Business Advisory
Services
Aliz Pacific



Avikali Bari
Community Policing
Coordinator
Sigatoka Police



Cornelia Smith
CRM Marketing Officer
Fiji Gas Limited



Esala Nasaroa
Principal Internal Auditor
Fiji Roads Authority



**Esther Ching Mei
Yee**
Reservations Coordinator
Pacific Centrecom



Faresha Shah
Manager
Ernst & Young



Filipe Tikoisuva
Sub Officer
National Fire Authority



Jean Whippy
Sales Supervisor
Motibhai Group



**Kuineta Taomia
Sokimi**
Senior Actuarial Analyst
Fiji National Provident
Fund



**Merea Tofiga
Kumar**
Senior Licensed Customs
Agent
Williams & Gosling



Naomi Tove
Accounts Officer
Fijian Teachers
Association



Nasik Swami
Senior Journalist/ Team
Leader
The Fiji Times Ltd



Neel Nitin Kumar
Key Control Testing
Analyst
ANZ Pacific Operations



**Neelam K.
Sharma**
General Manager Legal
Credit Corporation



Nitesh Chand
 Manager, Hospitality
 Sales
 Motibhai Group



Niven Maharaj
 Resort Manager
 Plantation Island



Rahul Prakash
 Commercial Finance
 Manager
 British American Tobacco



**Ratu Joji
 Lewenilovo**
 Consultant
 Self Employed



Raziya Saheem
 Registered Nurse
 MIOT Pacific



Rejeli Elaise
 Senior Manager,
 E-Chanei Retail
 Bank of the South Pacific



Ritesh Ratiram
 Manager Operations
 Star Printery



Rokowati Crocker
 Qualified Fire Fighter
 National Fire Authority



Semi Turaga
 Journalist/News Presenter
 Communications Fiji Ltd



Sunil Kumar
 Social Enterprise Team
 Leader
 Homes of Hope,
 Fiji



Tanuj Patel
 Owner, Operator
 Phoenix Foods T/A Eagle
 Boys Pizza



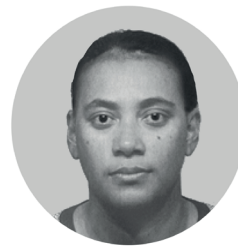
**Timoci
 Tovomaiwai**
 Resort Manager
 Uprising Beach Resort



**Veilawa
 Rereivasaliwa**
 Head of Transformation &
 Deputy Head of Retail
 ANZ Bank



Viliame Waqalaivi
 Training Manager
 BSP Life



Virisila Lidise
 Associate Solicitor
 Young & Associates



Yogeeta Raj
 HR Manager
 Mark One Apparel



**Yogendra
Gounder**

Team Leader, Brewing
Paradise Beverages



2017 COMMUNITY PROJECT

LF2017 Fellowship Project, Koroipita - LF2017 built a home at Koroipita that cost \$16,708.88 and donated mattresses, construction helmets and tools. LF2017 also supported an applicant from Koroipita to the LF2019 program, Pravneil Chand. The group agreed to support Pravneil in the payment of 50% of his fees pending results of his LF scholarship application.

Fatima Girl's Hostel, Suva - LF2017 purchased a refrigerator for the hostel at a cost of \$4,000.

Ratu Ilaisa Memorial School, Sigatoka - The group invested \$7,007 in the purchase of hardware and equipment for the school's playground. The completed playground was handed over to the school and community on 12th January 2019.

2016 PARTICIPANTS



**Angeline
Christina Anthony**
Branch Manager
ANZ Bank



Arishma Kumar
Operation Risk
Compliance
& Audit Manager
W & G



**Christine Xueru
Zhang**
Manager, Audit Assurance
Ernst & Young



Isoa Vikari
Qualified Fire Fighter
NFA



James Pridgeon
General Manager
Uprising Resort



**Jason Roneel
Narayan**
Director of Programs -
Sargam
CFL



Jasween Bhan
Regional Fraud and
Scheme
Compliance Officer
Westpac Bank Fiji



Jawahir Lal
Human Resources
Manager
Suva City Council



**Jitesh Jotika
Prasad**
Primary School Teacher
Ministry of Education



Leonard Chan
Manager Reconciliation
and Reporting
BSP Bank



**Meliki Talei
Matakibau**
Business Accounts
Manager
BSP Bank



Navin Raj
Executive Director
Fiji Institute of
Accountants



**Nilesh Sanjay
Chand**
Manager
Motibhai



Pretty Pritika
Principal Internal Auditor
FNPF



Priya Chand
Journalist
Islands Business



Rajesh Kumar
Sales Manager, West
Motibhai



Ronal Rinesh Prasad
 Manager Finance
 BSP Life



Shakhim Sharma
 Resident Engineer
 MWH



Shavlin Narayan
 Senior Systems Developer
 Telecom Fiji Ltd



Ulamila Mocesui
 Administration Manager
 Mark One Apparel



Vhandhana Sharma
 Associate Director
 ANZ Bank Fiji



Viniana Verevukivuki
 Learning & Development
 Associate (Pacific)
 ANZ Pacific Operations



Vishal Kumar
 National Sales Executive
 Total (Fiji Ltd)



2016 COMMUNITY PROJECT

Homes of Hope - outdoor shelter for new school, picture library for 3-5 years age group and donation of toddler mattresses.

Go Fiji Go Book - assistance with photos and info, bring book to selected schools in Fiji.

Sago Palms - support for Sago plantation awareness, maintenance and financial literacy awareness for the villages we work with.

2015 PARTICIPANTS



Shivani Raman
Head of Compliance & Risk
ANZ Bank



Mellony Inia
Senior Personal Banker
ANZ Bank



Gina Rawalai
Reservations Manager
Flight Coordinator
Pacific Island Air



Unaisi Tagicakibau
Monitoring & Evaluation
Coordinator World Wide
Fund for Nature



Priscilla Reddy
Administration &
Marketing Manager
Pacific Training and
Management



Veronika Naiwaqa
Executive Secretary
International Labour
Organisation



Oripa Adicokocoko
Planning & Customer
Relations Officer
Mark One Apparel



Renee Whippy
Project Coordinator
iTVTi (Subsidiary of
Lyndhurst Limited)



Annie Kumkee-Chandra
Sales Manager
Williams & Goslings
Limited



Leilani Kotobalavu
Principal Economic
Planning Officer
Ministry of Fisheries and
Forests



Saleshi Chand
(MF) Director General
Office
Practice & Secretarial
Services



Susan Vocea
Senior Environment
Engineer
MWH Global - Fiji Branch



Ronald Prasad
Accounts Supervisor
Motibhai & Company
Limited



Epeli Vakatawa
Assistant Manager,
Business Development
Fiji Television Limited



Nitesh Chand
General Manager
Corporate
Fiji Television Limited



Mosese Bogidrau
Technical Officer
Vatukoula Gold Mine
Limited



Shaad Ansari
Renewable Energy
Technician
Fiji Electricity Authority



Peter Rigamoto
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Digicel



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National Fire Authority



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Lyndhurst Limited



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Williams & Goslings
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Vikash Harikishan
Commercial Relationship
Manager
Bank South Pacific



Ryan Kennedy
Team Leader
Corporate Services
Westpac



Noni Veikoso
Senior Security Officer
Reserve Bank of Fiji



Francis Ali
Records Administrator
Reserve Bank of Fiji



**Poasa
Vasukicakau**
Senior Security Officer
Reserve Bank of Fiji



2015 COMMUNITY PROJECT

Sawani Kindergarden - donation of books, school supplies, toys, shoes.

Saint Vincent De Paul - donation of stove and baking supplies and refurbishment of kitchen.

Rukuruku district school - bulding of school play ground.

SPCA - donation of curtains.

2014 PARTICIPANTS



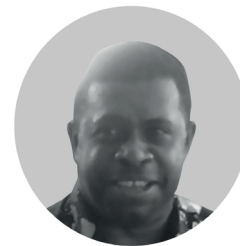
Ajay Bhan
Sales Manager
Motibhai & Company Ltd



Allyson Heritage-Vave
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ANZ Pacific Operations
Limited



Alrina Ali
Business Development
Manager
Telecom Fiji Limited



Anare Nakaunicina
Manager Procurement
Services
BSP Life



Anareta Tawaqa
Training Manager
Bank of South Pacific



Ane Tabuya
Branch Manager
Westpac Bank Fiji



Benjamin Sikuri
Manager Finance -
Financial
Control
ANZ Pacific Regional
Office



Dharmend Sharma
Head of Corporate Sales
Digicel (Fiji) Limited



Grace Varea
Manager Administration
& Finance
Reproductive & Family
Health



Jacinta Hesaie
Senior Economist -
Domestic
Activity and Forecasting
Reserve Bank of Fiji



Joseph Rao
Guest Experience
Champion
Holiday Inn Suva



Lanieta Dabea
Senior Flight Attendant
Fiji Airways



Litea Lagilagi
Associate Project
Manager
ANZ Pacific Operations
Limited



Michelle Khan
Customer Service
Consultant
Williams & Gosling
Limited



Robert Pene
Tug Master
South Sea Towage
Limited



Semaima Lagilagi
Administrator
FASANOC Women in Sports
Commision



Taina Shankaran
Manager Shipping
ANZ Bank



Timoci Vula
Chief of Staff
Fiji Times Limited



Tomasi Vosanibola
Principal
Investigation Officer
Fiji Prisons and
Corrections Services



Waisale Iowane
KPMG



2014 COMMUNITY PROJECT

Hilton Special School - monetary contribution covering running costs for the children for 2 weeks.

Serua Island Financial Literacy Awareness - facilitated financial literacy awareness for the people of Serua Island through the promotion of savings, micro finance and planning for retirement. Partners for this event included Westpac Bank, the Fiji National Provident Fund (FNPF), National Centre for Small and Micro Enterprise Development (NCSMED), Elections Office, Fiji Volleyball Federation's Sports Clinic and Reproductive & Family Health Association of Fiji (RFHAF)

Book Donations - distributed over 140 boxes or about 7000 donated library books to Serua Island, Burebasaga District School, Lami Primary School, Lami High School, Sawani Primary School (first books for their new library), Ratu Ravuama Primary School, Namataku District School, Vatumali, Women's Prison - prompted the setup of a small library corner for inmates.

Financial Literacy & Small Business Training - Women's Prison - conducted financial literacy awareness and small business training for ten inmates at the Women's Prison in Suva.

Tamavua Village Hall - repainting of the Tamavua Village Hall in conjunction with the youth of Tamavua Village.

COMMUNITY PROJECTS DELIVERED IN 2015

Nabitu District School In partnership with Rotary Suva - catalogue and handover approx.1,600 books for library and catalogue them for the school.

Women's Prison, Suva - Handover of approx. 200 books to add to the small library started in October 2014 (200 books donated).

Tamavua Village Kindergarten - Supply art & craft supplies and books for kindergarten class, as a follow-up to the painting of the hall done in 2014.

West Based Kindergartens (Vitogo Village Kindergarten & Lovu HART Home) - Supply art & craft supplies and books for kindergarten class.

Nadi Dental Clinic In partnership with Rotaract Nadi - Scrub down clinic, prep for painting, paint, donation of a computer, curtains, cabinets.

Valelevu Health Centre In partnership with Mark One Apparel - Procure & install water tank with pump and piping to connect to the Hospital and also to staff quarters.

St Giles Hospital - Procurement of items listed by the hospital as priority needs.

2013 PARTICIPANTS



Amol Narayan
Assistant Accountant
Motibhai & Company
Limited



Charlie Manuel
Senior Loans Officer
Sugarcane Growers Fund



Chinnamma Reddy
Country Director
Projects Abroad (UK)
Limited



Cilia Pareti - Wilson
Marketing Administration
Assistant
Wyndham Vacation
Resort



Edward Yee
Area Manager Business
Banking Western &
Northern Division
Westpac Bank Fiji



Elena Rahiman
Finance Officer
Communications Fiji
Limited



Esala Halafi
Head of Operational Risk
Bank of South Pacific



Isoa Wainiqolo
Acting Senior Economist
Reserve Bank of Fiji



Jitendra Prakash
Field Sales Executive
Post Fiji



Julianne Verma
Business Development
Management Wines
& Spirits
Punjas Wines & Spirits



Kris Prasad
Programme Support
Officer
Fiji Women's Rights
Movement



Kritika Kripal
Brand Activation Manager
Nestle (Fiji) Ltd



Lepani Makabuna
Area Manager Business
Banking - East
Westpac Bank Fiji



Linesh Kumar
Manager Information
Technology
Pleass Global Limited



Luisa Nakauciri
Customer Services
Manager
BSP Life



Manuelli Daurewa
Senior Engineer
TOTAL (Fiji) Limited



Mareta Fong
 Manager Financial
 Analysis & Planning
 Global Loans & Markets
 Pacific
 ANZ Bank



Milinia Naituyaga
 Senior Flight Attendant
 Fiji Airways Limited



Nilesh Chand
 Finance Manager &
 Company Secretary
 Pacific Islands
 SCA Hygiene Australasia
 Limited



Sitiveni Marovia
 Manager Corporate
 Responsibility, Micro
 Finance & Rural Banking
 ANZ Banking Group
 Limited



Tamara Smith
 Editorial Operations
 Manager
 Fiji Times Limited



Teuila Lockington
 Custom Agent
 William & Goslings
 Limited



Vijesh Prasad
 Head of Customer
 Operations & Finance
 Digicel Fiji Limited



2013 COMMUNITY PROJECT

Leadership Fiji 2013 participants completed a Clothes & Book Drive for the Nadroga/Navosa Provincial Office (Cyclone Tomas affected areas) and Homes of Hope, Wailoku. As part of a visit to Bau Island, the group also donated supplies to Bau District School and made a monetary contribution to the Bau netball team. In keeping in line with their Vision to protect Fiji's

environment they spent a Saturday planting mangroves in Nasese near the children's park. LF2013 also held a computer drive which enabled them to donate 11 computers to Lautoka Primary School and Shastri Memorial School in rural Ba. Their final group project for the year was a donation of supplies to the Little Ones Mobile Kindergarten at Savutalele Settlement, Tacirua.

2012 PARTICIPANTS



Ajay Kumar
Customs Supervisor
Williams & Gosling Ltd



Alex Elbourne
Legend FM Programs
Director
Communications Fiji
Limited



Anabel Ali
Manager Audit
Aliz Pacific



Anjini Buksh
Team Leader Regional
International
Westpac Bank Fiji



Avaneesh Raman
Fiji Analyst
Fiji Financial Intelligence
Unit (RBF)



**Avinesh Prasad
Sen**
Sales Depot Supervisor
and Exports Coordinator
British American
Tobacco



Disusu Delana
Economist
Reserve Bank of Fiji



Hitesh Chandra
Senior Human Resources
Officer
Vinod Patel & Co Limited



Jason Tutani
Park Manager - Sigatoka
Sand Dunes National Park
National Trust of Fiji



Mavis Yuen
Human Resource
Assistant Projects
Secretariat of the Pacific
Community



Nowen Low
Manager Process
Simplicity and Projects
BSP Life



Palinda Kaitu'u
Relationship Manager
Commercial Banking
ANZ Group Banking
Limited



Rajeshwar Raj
Acting Senior Health
Inspector
Health Department -
Nadi Town Council



**Rajshree
Baleisuva**
General Manager
Fiji Cancer Society



Rakesh Roshan
Loans Ocer
Administration
Sugar Cane Growers
Fund



Ritesh Sharma
Purchasing & Warehouse
Manager
Pleass Global Ltd



Sanjeev Oddyar

Assistant Accountant
Motibhai Group of
Companies



Shamita Prakash

FX Market Advisor
ANZ Bank



Shayne Sorby

Associate
Munro Leys



Shivniel Chand

Supervisor - Suva
Terminals
Total Fiji Limited



Sina Suliano

Project Officer
Adventist Development
Relief Agency



Sue Lealea

Conference & Event
Sales Executive
Holiday Inn Suva



Usa Kalim

Team Leader - Tellers
Westpac Bank Fiji



Vinal Singh

Manager IT
Total Fiji Ltd



Will Osborne

Business Relationship
Manager
Bank of the South Pacific



2012 COMMUNITY PROJECT

Save the Children Fiji

Leadership Fiji 2012 donated \$1000.00 to Save the Children Fiji (SCF) to assist children in the Western Division who were affected by the floods. As part of their community initiative under the leadership program, the group held a work-a-thon at the Nasese foreshore and part of the funds raised were donated to provide assistance towards the free lunch program coordinated by SCF.

Habitat for Humanity

LF2012 partnered with Habitat for Humanity Fiji (HFHF) to build 2 houses for flood victims at Sovi Bay, Vatukarasa, near Sigatoka. The project was in line with the disaster recovery projects carried out by HFHF in areas affected by the flooding in March 2012. LF2012 spent a day at the site helping with painting and general construction work. They also donated helmets, hammers, gloves and other building materials to assist with the project which was donated to HFHF after the completion of the project. This was a great learning experience for emerging leaders and gave the group a better understanding of what it takes to deliver change in people's lives via charity and community work.

Navatu Primary School, Rakiraki

LF2012 provided assistance to the school to access a regular supply of clean water by funding the connection from the borehole to the water tank. Previously the school faced constant water supply problems because of the dry season and shared water supply with the nearby village. LF2012 also donated library books and stationery to the school.

St. John's Association's Training Room

For about a month of ongoing preparation and maintenance, LF2012 successfully completed the renovation needs for the St John's Associations Training room as part of their community work during the year. They revamped the training room by painting, and providing plumbing works, new curtains, book shelves, noticeboards, and whiteboards. This project allowed the revamp of facilities that provides first aid training and services to thousands of citizens from all walks of life since its inception.

2011 PARTICIPANTS



Amitesh Sharma

Optical Dispenser
Eyesite Optometrists



Apenisa Tuicakau

Senior Economist
Reserve Bank of Fiji



**Camari
Turagarua**

Manager
BSP Life



**Elenoa
Dolodolotawake**

Supervisor – Human
Resources
Williams & Gosling
Limited



**Eleanor
Tabakaucoro**

Acting Operations
Manager
Avis Fiji



Fehrial Afzal

Foreign Exchange Dealer
& Markets Advisor –
Commodity & Sales
ANZ Bank



Jeetesh Kumar
Marketing Manager
SCA Hygiene Australasia
Limited



Joseph Howard

Commercial Securities
Officer
Westpac Bank Fiji



Maureen Nisha
Reservations Supervisor
Holiday Inn Suva



Mereia Rasiga

President/Founder
Mission Empowerment
Solo West



Mohinesh Prasad

Sales Executive Retail
Central Eastern
TOTAL (Fiji) Limited



Neera Lal

Business Analyst
International Operations,
Westpac Bank Fiji



Radhika Raj

Assistant Manager
KPMG



Rajnesh Kumar

Primary Manufacturing
& Engineering Manager
British American Tobacco



Ronald Singh

Accounts Supervisor –
Nadi
Motibhai Group of
Companies



Ronil Singh

Senior Engineer
TOTAL (Fiji) Limited



Sharon Narayan
Projects Manager
Sigatoka Builders Limited



Snehal Morris
Regional Media Affairs
Specialist
Embassy of the United
States of America



**Sowani
Nabukavou**
Properties Manager
Bank South Pacific



Tavite Ragogo
Transport Business
Proprietor



Tevita Gade
Acting Settlements
Officer
Reserve Bank of Fiji



**Theresa
Yalimailakeba**
Team Leader Call Centre
ANZ Pacific Operations



Vijay Varma
Programme Director –
Radio Sargam
Communications Fiji
Limited



**Vilisoni
Qalobogidua**
Senior Properties Officer
ANZ Bank



2011 COMMUNITY PROJECT

Leadership Fiji 2011 participants assisted the Nadi Hospital by providing the maternity ward with linen as well as toiletries for new mothers. Additionally, the group assisted Treasure Home (Nadi) by providing food hampers. The group also refurbished the kitchen at St. Christopher's Home as well as painted part of Homes of Hope.

To assist needy children, LF2011 sponsored two children under the Foundation for the Education of Needy Children (FENC) program and completed a shoe drive for Nokonoko Primary School in Sigatoka. In December 2011, the group organised a very successful Teen Leadership Camp for 60 teenagers.

2010 Participants



Apenisa Seniloli
Head of Electronic
Banking Services
ANZ Bank



**Andrew Van
Willies**
Manager Balance Sheet
& FX trading
ANZ Bank



Sanjay Kumar
Team Leader Insurances/
Claims
Motibhai & Company
Limited



Mele Marafono
Head of Banking
Operation
Bank South Pacific



**Priyanka
Damodran**
Operations Admin
Officer
TOTAL (Fiji) Limited



**Nirenjeev Nishant
Kumar**
Management
Accountant
& Officer-in Charge
Central Share Registry
Ltd- South Pacific Stock
Exchange Ltd



Asha Ali
Branch Manager
ANZ Bank



Angeleena Pala
Analyst
Asian Development Bank



Devend Ram
Manager Logistics &
Marketing
Niranjans Autoport
Limited



**Ropate
Daucakacaka
Pareti**
National Fire Authority



**Shainesh Vikash
Lal**
Sugar Cane Growers
Fund



Amelia Rigby
FM96 Program Director
& FM96 Mid Morning
Show Host
Communications Fiji Ltd



Joseph Magnus
Senior Relationship
Manager, Signature
Priority Banking
ANZ Bank



Kamlesh Kumar
Fire Officer
National Fire
Authority



Atelina Muavono
Head of Human
Resources – Insurance
BSP Life



Vijayeeta Raj
Brands Executive
British American
Tobacco



Akhtar Ali
Senior Safety / Risk
Coordinator
Fiji Electricity Authority



Amit Kumar
Credit Officer
Williams & Gosling Ltd,
Nadi Airport



Satish Narayan
Project Manager
Saraswati Development
Unit



2010 COMMUNITY PROJECT

As part of their vision to Ensure Prosperity and Equality for all People, LF2010 have faithfully continued with their 5 year commitment to Hilton Special School where they will 'Sponsor a Child' to ensure one child at the school gets the education they need and deserve. In March, 2011 they group donated \$800.00 to the school.

In July they completed a Clothes and Craft Drive for St. Giles Hospital consisting of eight bags of clothes and art supplies. Later in the year, the group also donated potting soil and seeds.

To contribute to a Sustainable Economy through Care for the Environment, LF2010 embarked on their project to plant 50,000 new mangroves by 2020. This is an on-going yearly project directly benefitting villages that

use the sea as their source of livelihood. In 2011, they planted 5,000 new seedlings at Muaivuso Village with volunteers from BSP and youth groups as well as friends of LF2010. LF2010 would like to acknowledge the contribution of BSP who donated \$1,000.00 worth of planting equipment.

LF2010 also helped to plant 2,500 bundles of Vetiver grass at the Homes of Hope in Wailoku.

The group also received a request from the Ministry of Health to help fund the Jaipur Foot Project which directly assists amputees by giving them prosthetic limbs to improve their quality of life. LF2010 have so far raised \$2,000.00 for the project and will continue to fundraise for the refurbishment of the fitting center.

2009 PARTICIPANTS



Aisake Mario Mausio
 Manager Process Efficiency & Dev.
 Westpac Bank Fiji



Amanda Smith



Bill Lockwood
 Credit Controller
 Williams and Gosling Ltd,



Laisiasa Dave
 Creative Director
 Communications Fiji Ltd



Deepika Devi
 British American
 Tobacco



Elizabeth Maki
 Sales & Marketing
 Manager
 Willams & Gosling Limited



Faiyum Ali
 Manager & Compliance
 LTA - North



Gokul Naidu
 Operations Manager
 Datec Fiji Ltd



Ilaitia Tuinamoala
 Head of Internal Audit
 Colonial Fiji Group
 Limited



Jason Li



Jese Tikomailepanoni
 DY Manager Customer
 Services
 TOTAL (Fiji) Limited



Jone Tupou Nawaikula
 Governance Officer
 Foundation for Rural
 Integrated Enterprises N
 Development (FRIEND)



Lailanie Burnes
 WorldMark Wyndham



Losana T Ah Yuk
 Operations Assistant
 Asian Development
 Bank



The Late Mili Naivanawalu
 ANZ Bank



Mohammed Alfaaz Latif
 Manager Regional
 Applications Services
 Westpac Bank Fiji
 – Pacific Banking



Nancy Tikoisuva

The Office of the
Director of Public
Prosecutions



Nilkant Lal

Accountant Manager
JP Bayly Trust



**Ravinesh
Chaudhary**



**Rosa Johansen-
Chute**

Marketing Manager
ANZ Bank



Rosini Ravono

Ministry of Health



**Rouhit Karan
Singh**

Manager Health Services
Lautoka City Council



Stella Tiko

Senior Finance Assistant
Asian Development Bank



Tupou Halofaki

Bank of the South
Pacific



**Verenaisi Tuvuki
Raicola**

The Fiji Times Ltd



**Viliame
Tuinamoala**

System Officer
Reserve Bank of Fiji



2009 COMMUNITY PROJECT

LF2009 along with some key contacts in the US (Dr. Hendricks of the Loloma Foundation) managed to secure 10 Wheel-Chairs and books for donations around the country. The books were delivered to several schools on Viti Levu (Tailevu, Nadroga and Suva) and an island primary school in Lomaiviti. The wheelchairs were donated to various organizations and individuals including CWMH, Lautoka Old Peoples Home (LOPH), Samabula Old Peoples Home (SOPH). The delivery of these wheelchairs and books were made possible with the assistance of W&G.

Samabula Old Peoples' Home (SOPH) Campaign Phase I of the SOPH Campaign focused on a clean-up drive. Phase II included the installation of 2 hot water systems for the Male & Female bathrooms and the repainting of the kitchen with paints sponsored by Resene Paints. Phase III included the provision of needed food trolleys for SOPH.

During a visit to the Naboro Prison complex, a book drive was organized. In partnership with Wyndham Resort, LF2009 presented Lautoka Old People's Home with new blankets and wheel-chairs from the Wheel-Chair Drive. The Sujit Foundation program sought assistance for LF2009 to help prepare a home for Sujit and this was provided. LF2009 also has a member sitting on the board.

Fijineighbours.com is a community development program first introduced to a community in Caubati. This program focuses on community-interaction by way of development programs and also focuses on community security.

When part of the Dilkusha Girls hostel burnt, LF09 fundraised to help rebuild the hostel. LF2009 also supports the Dilkusha Girls hostel on an annual basis by way of providing food supplies. Part of the Dilkusha support includes an initiative brought up by an LF09 member to mentor teenagers. A pilot program was introduced in 2010 with a youth at the Dilkusha Hostel.

LF2009 fundraised and donated to the efforts for rebuilding Samoa following the Tsunami. In partnership with FENC Fiji LF2009 obtained sponsors for 10 students for their education. Located about four kilometers from the main Kings Highway, Tavua Andra Primary School was built in 1965 and caters for approximately 105 students who have been using pit toilets since its inception. With the assistance of Wyndham Resorts a block of flush toilets was completed in 2010.

Leadership Fiji 2009 Graduates embarked on collecting 1000 story books for Vatuvonu Primary School in the North which is situated in the Bay of Buca, Cakaudrove.

Suva Special School was in need of a 3A Photocopier (approx. \$7k) for the schools activities LF2009 assisted and fundraised and partnered with Datec (Fiji) Limited to see this initiative through.

LF2009 have also embarked on expanding their horizons by seeking self-development by working with other organization to grow their leadership knowledge. Today, LF2009 has members represented in boards such as TPAF, Senior Citizens Home (SOPH), Fiji Environmental Association, Sujit Foundation, Bible Society of Fiji & FENC Fiji.

2008 PARTICIPANTS



Ashita Lin
Admin / Credit Manager
Williams and Gosling Ltd



Cathy Wong
Director
Suva Physio Centre



Elvin Lal
Management
Accountant
Solander Pacific Limited



Epeli Racule
Operational Risk Officer
Westpac Bank Fiji



Gitesh Nair
Compliance and AML
Officer
ANZ Bank



Ida Buksh
Rooms Division Manager
Holiday Inn



Isireli Dausiga
Chief Prison Officer
Fiji Prison



Jainine Penjueli
Marketing Manager
Westpac Bank Fiji



Jignesh Pala
Associate Director
Kontiki Capital Limited



Kavekini Digitaki
Staff Officer Operations
Fiji Prisons



Lisa Pene
Assistant Manager
Business Financial
Services
ANZ Bank



**Melvin Houg
Lee**
Team Leader EBS
Support
ANZ



Nilesh Kumar
Project Manager
ANZ Pacific Operations



Pauline Kostatino
Project Manager
Transformation
ANZ Pacific Operations



Praveen Maharaj
Senior Lecturer,
Pharmacy
Fiji National University



Romana Andrews
Manager Packing
& Removals Dept
Williams and Gosling Ltd



Roneel Lal
News Reporter
Communications Fiji
Limited



**Rupeni
Silimaibau**
Head, Strategic Business
Development
The Digital Group



Seci Taleniwase
Manager - Exports
Proceeds Monitoring
Reserve Bank of Fiji



Sharun Ali
Manager Quality &
Compliance
Air Pacific



Shusendra Singh
Supply Chain Manager
British American
Tobacco



Subrina Hanif
Board Secretary
Reserve Bank of Fiji



Sunil Prasad
Assistant Manager Tax
Division
KPMG



Teerath Shandil
Management
Accountant
Solomon Telekom
Company Limited



Veniana Tukana



2008 Community Project

Baby Joshua gets Another Chance at Life

Baby Joshua (who lives with his mum- Laisa, at Homes of Hope-centre for single mums to help them get back on their feet), was born with talipes equino varus, or club feet. This is a severe physical deformity of both feet and will require series of extensive operations and physiotherapy. These operations were not possible in Fiji and Baby Joshua needed to have to go to Hawaii for the beginning of his many operations. The group managed to raise \$3,000.00 which went towards his second and subsequent operations.

Early Childhood Centres

LF 2008 teamed up with Save the Children Fund Fiji (SCF) and the communities in establishing kindergarten centres around Fiji. The Early Childhood Education program was developed in 2002. It has progressed from humble beginnings of having a mobile play group which travelled around to various communities offering education/

play to the children of the communities; to now establishing permanent kindergarten/play centres in various communities around Fiji.

Seven (7) centres were identified by SCF. The communities had to be part of these projects as they owned the project and they were responsible for the long term viability of the project.

The team was able to establish all 7 kindergartens in Wainadoi Settlement; Lokia Community (Nausori); Kalokolevu Village; Natua Settlement (Labasa); Saivou Settlement (Labasa); Yaudiga Settlement (Labasa) and Matawalu Village (Lautoka). Each kindergarten was supplied with learning and educational toys, teaching aids/ equipment like easels, chalk, plasticine, books, blackboards, storage equipment.

2007 Participants



Amelia Sawau
Manager Consumer
Credit Control
Westpac Bank Fiji



Anish Lal
Food and Beverage
Manager
JJ's on the Park



**Ateca Ledua
Toganivalu**
Team Leader
Administration
Communications Fiji
Limited



Darlene Viliame
Money Market Dealer
ANZ Bank



Henry Kan
Balance Sheet Manager
Westpac Bank Fiji



Joeli Naivolasisiga
Operations Dept, Suva
National Fire Authority



Keshni Krishna
Resort Accountant
Wyndham Vacation
Resort



Murgessan Pillay
Financial Controller
Finance Division
Bank of South Pacific



**Nacanieli
Bakeidaku**
Structural Fire Safety
Dept, Lautoka



Niraj Bharti
Fiji TV



Petaita Tuimanu



Racule Keteca
Relationship Manager
Commercial
ANZ Bank



Radhika Murti
Director for Global
Ecosystem
Management
Programme (GEMP),
IUCN



Rakesh Khanna



**Rajendra
Sheromani**
Acting Laboratory
Superintendent, Labasa
Ministry of Health



Ravinesh Deo
Business Analyst
ANZ Pacific Operations



Rick Eyre
Commercial Manager
West
Williams & Gosling Ltd



Rowena Erasito
Senior Manager Human
Resources
Reserve Bank Fiji



Shirof Khan



Tevita Yasawa
Bank of South Pacific



Tinai Colawai
People Capital
ANZ Bank, PNG



Tini Finiasi
Team Leader Settlement
& Reconciliation
ANZ Pacific Operations



Vanessa Kilner
Group Manager
Marketing & Public
Relations
Telecom Fiji Limited



Vijay Narayan
Assistant Project
Analyst
Asian Development Bank



Winston Penjueli
Vodafone Fiji



2007 COMMUNITY PROJECT

Vision Fiji

President Ratu Epeli Nailatikau presented 10 awards to young people at the inaugural Fiji Children's Award on Saturday Nov 20th, 2010. These 10 young people had shown exemplary achievements in various areas of their lives despite their personal circumstances. Recipients are between the ages of 6 and 17 years and received \$500 to assist in their school expenses

Book Donation to Naboro Maximum Prison

In an effort to assist prisoners the group donated 13 cartons of reading books and magazines for the prisons library.

Smoke House for National Fire Authority of Fiji Northern Division

After seeing the great need for fire safety in our communities after the loss of lives in fires in 2007, the group decided to assist the NFA in fundraising for a smoke house which assisted the NFA in their awareness campaigns. The smoke house costed \$22,000 was sponsored by the ANZ, Westpac Bank, Wyndham Resort, Sangeeta Maharaj and Leadership Fiji 2007.

Blood Drive

Organised by the group, more than 60 businesses and the general public turned up to donate blood to the Fiji Blood Bank. The event resulted in 41 pints of blood being donated.

2006 PARTICIPANTS



Jone Vukimoala



Jayshween Kumar
Management Accountant
Bendigo & Adelaide Bank



Rakesh Lal
Finance Manager
West



Liliana Pareti
Project Manager
Reengineering
ANZ Pacific Operations



Ronald Rama
IT Manager
British American
Tobacco



Nanise Rokobiri Tabua
Assistant Denerau
Corporation



Nitendra Kumar
Manager Property
Development &
Management
Carpenters Properties
Limited



Saranjit Singh
Manager Finance
ANZ Pacific Operations



The Late Dr Siddarth Naidu
General Practitioner



The Late Wilisoni Kurusiqila
Director Public
Prosecution's Office



Timoci Nakaruru
National Fire Authority



Margaret Logavatu
Programme Manager
AusAid



Peter Paul Fatiaki
Head of Life Operation
BSP Life



Paula Lesubula Taufu



Glenis Yee
Munro Leys



Charles Taylor
Programme Director
& News Business
Development Manager
Communications Fiji
Limited
Legend FM



Duri Buadromo
Assistant Manager
Financial Systems
Development
Reserve Bank Fiji



**Alanieta
Vakatale**



Shaheen Asgar
Eyesight Optometrist



2006 COMMUNITY PROJECT

Mental Health St Giles Awareness & AusAid Funding for a Vehicle

On 28 January 2010, AusAID presented a new vehicle to the Ministry of Health's Community Mental Health Outreach Program for use in the Community Mental Health Outreach program at St. Giles Hospital. The vehicle helped the outreach program in its efforts to assist people living with mental health issues and to increase greater community understanding and acceptance of people living with mental illness.

LF 2006 in close partnership with the Psychiatric Survivors Association (PSA) published a collection of poems and stories of survivors of mental illness. This book, titled "Fright or Light" was launched in 2008 as part of a public awareness campaign on World Mental Health Day to assist in breaking down the stigma associated with mental illness. Feedback received from members of the public, health workers and the PSA has been overwhelming positive.

2005 PARTICIPANTS



Aliti Kiji Bavou



David Toganivalu

Solicitor
BSP Life



Anand Kumar



Deepika Lodhia



Anare Manulevu

Senior Manager, Audit
KPMG



Dinesh Chand

Systems Engineer
NEC Australia



**Dr Bainato
Korojiuta**

Division Dental Officer
Ministry of Health



Grace King

Finance, Administrator
and Control Officer
Asia Development Bank



**Benjamin
Seduadua**

Resort Owner and
Director
Rendezvous Stuff and
Dive Resort Fiji



Henry Brown

Assistant Police
Commissioner
Fiji Police



Ishwari Shankar



Randhir Singh

Inspector
Fiji Police Force



Jodiann Smith Ali

Manager Human
Resources
Westpac Bank Fiji



Sarita Harish

Lecturer in Education
University of Fiji



Merelita Isimeli

Manager PR and
Customer Service
Post Fiji Limited



**Salome
Buadromo**

Manager Human
Resources
ANZ Bank, Samoa



Mildred Wade

Sales Executive
Yellow Pages



Savenaca Ralagi

Manager PR and
Customer Service
Post Fiji Limited



**Rameshwaran
Nair**



Semi Leweniqila

Principal
Leweniqila Baristers
and Solicitors



Sharvind Kumar

Manager Imports / IT
Support (West)
Williams and Gosling Ltd



Tevita Mau

Manager
Post Fiji Limited



Sharyne Fong

Bank of South Pacific



Umesh Prasad

Manager Finance &
Planning
Fiji Rugby Union



Timoci Motokula



**Yengteshwar
Naidu**



2005 COMMUNITY PROJECT

Friends of Hilton

Frank Hilton inspired the group when he spoke to them at a Poverty Session in 2005 and when asked the question "if there was one thing you would want to do, what would it be?" His response was "there was an urgent need to implement an early intervention training program of families and caregivers of children with disabilities."

The LF 2005 group hosted the Red October Charity Dinner in 2005 as its community project and from the little \$26,000 initially raised the CAL training program commenced in May 2006.

Friends of Hilton was founded to support the CAL training program and in July 2006 introduced Fiji's Greatest Charity Golf Challenge together with the Spastic Centre of Australia and the National Golf Association of Fiji... an event which continues to this day.

Friends of Hilton, whilst founded by the LF 2005 year group, now includes other like minded individuals who have the same passion and interest to create awareness on special abilities and help raise funds through this worthy cause. Since its inception Friends of Hilton has raised nearly \$200,000.00.

Since May 2006, the CAL Program has changed many lives and created a platform for the future development of disability services in the Fiji Islands. To date:

- 38 people have been trained as community disability workers
- 15 have completed the 'Train the Trainer' module
- 9 addition trainees participated in modules 1–5
- Over 520 children and adults have received an individual appointment and referrals made to either physiotherapists, Health Sister and Medical Doctor, Project Heaven and Eye Department and Social Welfare departments
- 29 children and adults have received specially fitted wheelchairs and other equipment
- In October 2010 Friends of Hilton funded the installation of internet connection for the Suva based. Fiji Crippled Children Society institutions, Hilton Special School, Hilton Hostel and the Society Office.

Friends of Hilton was a nominee for the 2009 Fiji Times Pride of Fiji Awards and also won the Inaugural Leadership Fiji Most Outstanding Community Project in 2010.

2004 PARTICIPANTS



Atunaisa Siwatibau
Partner
Siwatibau and Sloan



Fereti Atalifo
USP



Joseph Kumar
Business Banking
Manager
Westpac Bank Fiji



Ravendra Achari
Finance Manager
Williams and Gosling Ltd



Dr Salanieta Saketa
Permanent Secretary for
Health



Ashwin Lal
Quality Assurance and
Process Improvement
Manager
British American
Tobacco, Samoa



Melaniani Gavid
Senior Education Officer
Ministry of Education



Asishna Prasad



Nilesh Patel
Owner
Neal's Trading



Radika S. Karunaratne
Manager Customer
Insights & Analysis
Telecom Fiji



Anna Padarath
Fiji Womens Rights
Movement



Inoke Bainimarama
Head of Marketing,
Pacific Marketing
ANZ Bank



Praveen Singh



Peni Tora
Senior Manager
Ernest and Young
Chartered Accountants



Malti Kumar



Kitione Nadaro



Nemani Ligadua
Assiatant
Superintendent



Satya Nand
Programmes Director



Shamim Khan
Manager International
Help Services
ANZ Pacific Operations,
PNG



Unise Cawaru
Management
Accountant
SPC



**Anthony
Tavutavuvanua**



Viliame Bulewa



Ian Lee

2003 PARTICIPANTS



David Dudley
Manager Corporate
Banking
ANZ Bank



Jinesh Patel
Sales & Marketing
Executive
Motibhai Group



Eddie Yuen
Shipping and
Commercial Manager
Williams and Gosling Ltd



Jone Vuli
Manager Credit
Westpac Bank
Tonga



**The Late Ratu
Epeli Vuetibau**



Kiran Singh



Frances Loga
Manager Human
Resources
Telecom Fiji



Laisa Bale



**Isiromi
Bayameyame**
Chief Executive Officer
Yasana Holdings



Marcus Hill
Photographer
Islands Development



**Pita
Bulamainavula**



Thelma Savua
Corporate & Regulatory
Affairs - Projects
Manager
BAT NZ



Ritesh Patel
Chief Information
Officer
Office Brands



Vijay Narayan
News Director
Communications Fiji
Limited



Seremaia Turoga
Principal Valuer
Agriculture Land
Tribunal Department



Vikash Singh
Area Regulatory Affairs
Manager
Australasia



Shalini Singh

General Manager/sDirector
Opporto Sylvia Park
Restaurant



Willie Kwong

Principal Auditor -
Team Leader Large Int
Fiji Revenue & Customs
Authority



Tarai Kamikamica

Corporate Services
Manager



Terence Low

ANZ Bank, Kiribati

2002 PARTICIPANTS



Arshad Daud
 Manager Director
 Midlink Marketing



Jiuta Wakolo



Autiko Loulou
 Manager Planning
 Telecom Fiji



**The Late Malakai
 Veisamasama**
 Programme Director
 Viti Fm



**Eseta
 Nadakuitavuki**
 Retail Area Manager
 East
 Westpac Bank Fiji



Marica Hallacy



Filimoni Vosarogo
 Senior Associate
 Vakaloloma & Associate



**Mohammed
 Maqbool**
 Sales Representative
 Bank of South
 Pacific



Ivan Fong
 Manager - Interconnect
 & Regulatory
 Telecom Fiji



Meli Nacuva



Rajesh Patel
 Operations Manager
 Motibhai Group



**Timoci
 Tavanavanua**
 MBA Student



Ritesh Singh
 Head of Operations
 Pacific & Business
 Manager
 ANZ Pacific Operations



Virisila Buadromo
 Fiji Women's Rights
 Movement
 Executive Director



**Salote
 Uluinaceva**
 General Manager
 Business Sales



Vineeta Nand
 Political & Communication
 Advisor British High
 Commission

114 74



Sanjay Maharaj



Waisea Tuidraki

Administrator
Sigatoka
Lautoka Town Council



Satendra Kumar



Sophie Foster

Operations Manager
Motibhai Group



Navi Sovalawa

Senior Properties Officer
Westpac Bank Fiji

ACKNOWLEDGEMENT

The Leadership Fiji Management Board would like to acknowledge the efforts of all presenters who gave their time to address the participants during the various sessions. Their contribution to the program has been invaluable and without their support, the program would not have achieved the obvious success it has.

During the year, a number of organizations assisted by providing facilities and other services. The Board would like to extend its appreciation to all those friends of the program listed below.

Amalgamated Telecom Holdings Limited	Make a Difference Fiji
Anchorage Beach Resort	Model Towns Charitable Trust
Animals Fiji, Savusavu	Munro Leys
Cacao Fiji Farm, Ra	Natalau Village, Sabeto
Communications Fiji Ltd	National Fire Authority, Labasa
Daku Resort	Noni Farm, Dreketi
Dama District School	Office of the President of Fiji
Duavata Collective	Patterson Brothers Shipping
FEMLINK	Port Denarau Marina
Fiji Police Force	Ramada Suites, Wailoaloa Nadi
Fiji Society for the Blind	Savusavu Chamber of Commerce
Fiji Television	Savusavu Tourism Association
The Fiji Times	Sigatoka Sand Dunes
Fiji TV	Smugglers Cove
Fiji Water	Spinal Injury Association (SIA)
First Landing Resort	St Giles Psychiatrist Hospital
FNU Tiri Bar & Restaurant	Sugar Cane Growers Council
Grand Eastern Hotel	Sugar Cane Growers Fund
Hideaway Resort	Sugar Research Institute
Holiday Inn Suva	Taiwan Technical Mission
J Hunter Pearls	University of the South Pacific
Kula Palms Fiji & Vesi Simpson of Kuladrusi	Vanua Chocolate Cafe
Labasa Sugar Mill	Vuda Piggery
Laisa Bale LF2003	Vunidogoloa Settlement
	Waka Family

The Board would like to acknowledge the support from the spouses and the families of all the executives and participants of Leadership Fiji as well as the unwavering support from the Leadership Fiji Alumni Executive Committee and Alumni Members.

FINANCIAL STATEMENT FOR THE YEAR ENDED 31 DECEMBER 2021

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

FINANCIAL STATEMENTS

FOR THE YEAR ENDED 31 DECEMBER 2021

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LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

DIRECTOR'S REPORT

FOR THE YEAR ENDED 31 DECEMBER 2021

In accordance with a resolution of the Board of Directors, the Directors of Leadership Fiji Limited ("the Company") submit herewith the Statement of financial position as at 31 December 2021, the statement of cash flows, the statement of profit or loss and other comprehensive income and the statement of changes in equity for the year ended on that date and report as follows:

Board of Directors

The following were Board of Directors during the financial year and up to the date of this report:

William Parkinson - Chairman	Kevin McCarthy
Elvin Lal	Nancy Loaloa
Fatima Sufi Dean	Neelam Sharma - Secretary
Isireli Dausiga - resigned on 13 December 2021	Malakai Naiyaga - appointed on 28 August 2021
Avaneesh Raman - appointed on 13 December 2021	

Principal Activity

To educate, provide training, networking and to enhance and promote future leaders in Fiji.

Results

Operations for the year ended 31 December 2021 resulted in a net surplus of \$42,420 (2020: \$23,242) after providing for income tax expense of \$nil (2020: \$Nil).

Doubtful Debts

Prior to the completion of the financial statements, the Directors took reasonable steps to ascertain that action had been taken in relation to writing off bad debts and the provision for doubtful debts. In the opinion of members, adequate provision has been made for doubtful debts.

As at the date of this report, the Directors are not aware of any circumstances, which would render the amount written off for bad debts, or the provision for doubtful debts in the Company, inadequate to any substantial extent.

Non-current Assets

Prior to the completion of the financial statements, the Directors took reasonable steps to ascertain whether any non-current assets were unlikely to be realized in the ordinary course of business compared to their values as shown in the accounting records of the Company. Where necessary, these assets have been written down or adequate provision has been made to bring the values of such assets to an amount that they might be expected to realize.

As at the date of this report, the Directors are not aware of any circumstances which would render the values attributed to non-current assets in the Company's financial statements misleading.

Significant Changes in the Operations

Impact of COVID-19 pandemic on the Company

The coronavirus disease (COVID-19) outbreak has developed rapidly, bringing a significant health impact globally. Measures taken to contain the virus continue to have a significant impact on global markets and economic activity. Fiji is still feeling the impact with business disruption and levels of activity reducing in several market sectors.

The Company has remained operational since this declaration and continues to engage in its principal activity. We have not seen a significant impact on our business to date. The Directors and management are carefully considering the impact of the COVID-19 pandemic on the Company and assessing future operational options. The future financial impacts, however, cannot be reasonably estimated at this time, as they will be largely the product of matters the Company cannot control.

The Directors and management believe the Company has sufficient financial resources together with arrangements with their customers and suppliers at this time to be able to successfully manage their business risks despite the current uncertain economic outlook due to the COVID-19 outbreak.

On 25 April 2021, in response to the COVID-19 pandemic, the Government announced a number of measures including lockdown of certain containment areas within Viti Levu. Under the lockdown restrictions, all non-essential businesses are required to be closed unless the workplace was deemed part of a permitted industry as set out by the Government.

In July 2021 the Fijian Government ramped up its vaccination drive with a national target of 80 percent of the target population to be fully vaccinated by 31 October 2021. The Government was able to attain 90 percent in November and as a result the current containment measures with restrictions are easing as the fully vaccinated percentage increases. Furthermore, Fiji's borders were opened in December 2021 increasing economic activity. The duration and extent of the pandemic and related financial, social and public health impacts of the COVID-19 pandemic are uncertain.

Other than the matters described above, no other matter or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Company, the results or cash flows of those operations, or the state of affairs of the Company in future financial years.

Events Subsequent to Balance Date

There has not arisen in the interval between the end of financial year and the date of this report any item, transaction or event of a material and unusual nature likely, in the opinion of the Directors, to affect significantly the operations of the Company, the results of those operations or the state of affairs of the Company in the subsequent financial year.

Related party transactions

All related party transactions have been adequately recorded in the financial statements.

Unusual transactions

In the opinion of the Directors, the results of the operations of the Company during the financial period were not substantially affected by any item, transaction or event of a material unusual nature, nor has there arisen between the end of the financial period and the date of this report any item, transaction or event of a material unusual nature likely, in the opinion of the Directors, to affect substantially the results of the operations of the Company in the current financial period, other than those reflected in the financial statements.

Other circumstances

As at the date of this report:

- (i) no charge on the assets of the Company has been given since the end of the financial year to secure the liabilities of any other person;
- (ii) no contingent liabilities have arisen since the end of the financial year for which the Company could become liable; and
- (iii) no contingent liabilities or other liabilities of the Company have become or are likely to become enforceable within the period of twelve months after the end of the financial period which, in the opinion of the Directors, will or may substantially affect the ability of the Company to meet its obligations as and when they fall due.

LEADERSHIP FIJI LIMITED
(A Company Limited by Guarantee, and not having a Share Capital)

DIRECTOR'S REPORT *continued*
FOR THE YEAR ENDED 31 DECEMBER 2021

Other circumstances *continued*

As at the date of this report, the Directors are not aware of any circumstances that have arisen, not otherwise dealt with in this report or the financial statements, which would make adherence to the existing method of valuation of assets or liabilities of the Company misleading or inappropriate.

Auditor Independence


The Directors have obtained an independence declaration from the Company's auditor, Ernst & Young. A copy of the auditor's independence declaration is set out in the Auditor's Independence Declaration to the Directors of Leadership Fiji Limited on page 6.

Directors' benefits

Since the end of the previous financial period, no Director has received or become entitled to receive a benefit.

This report is made on the 22nd March 2022 in accordance with a resolution of the Directors.


.....
Director


.....
Director

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

**DIRECTORS' DECLARATION
FOR THE YEAR ENDED 31 DECEMBER 2021**

The Directors' Declaration is required by the Companies Act 2015.

The Directors of Leadership Fiji Limited ("the Company") have made a resolution that declared:

- (a) in the Directors' opinion, the financial statements and notes of the Company for the financial year ended 31 December 2021:
 - i) give a true and fair view of the financial position of the Company as at 31 December 2021 and of the performance of the Company for the year ended 31 December 2021; and
 - ii) have been made out in accordance with the Companies Act 2015.
- (b) they have received declarations as required by section 395 of the Companies Act 2015.
- (c) at the date of this declaration, in the Directors' opinion, there are reasonable grounds to believe that the Company will be able to pay its debts as and when they become due and payable.

Signed for and on behalf of the Board.

Dated this 22nd March 2022.


.....
Director


.....
Director

Auditor's Independence Declaration to the Directors of Leadership Fiji Limited

As lead partner in charge of the audit of Leadership Fiji Limited ("the Company") for the financial year ended 31 December 2021, I declare to the best of my knowledge and belief, there have been:

- (a) no contraventions of the auditor independence requirements of the Companies Act 2015 in relation to the audit; and
- (b) no contraventions of any applicable code of professional conduct in relation to the audit.

This declaration is in respect of the Company during the financial year.



Ernst & Young
Chartered Accountants



Steven Pickering
Partner
Suva, Fiji

22 March 2022

INDEPENDENT AUDIT REPORT

To the Board of Directors of Leadership Fiji Limited

Report on the Audit of the Financial Statements

Opinion

We have audited the financial statements of Leadership Fiji Limited ("the Company"), which comprise the statement of financial position as at 31 December 2021, the statement of profit or loss and other comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and notes to the financial statements, including a summary of significant accounting policies.

In our opinion, the accompanying financial statements give a true and fair view of the financial position of the Company as at 31 December 2021, of its financial performance, its changes in equity and its cash flows for the year ended in accordance with International Financial Reporting Standard for Small and Medium-sized Entities ("IFRS for SMEs").

Basis of Opinion

We conducted our audit in accordance with International Standards on Auditing (ISA). Our responsibilities under those standards are further described in the *Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Company in accordance with the *International Ethics Standards Board for Accountant's Code of Ethics for Professional Accountants (including International Independence Standards) (IESBA Code)* together with the ethical requirements that are relevant to our audit of the financial statements in Fiji and we have fulfilled our other ethical responsibilities in accordance with these requirements and the IESBA Code. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our opinion.

Responsibilities of the management and those charged with governance for the Financial Statements

The Directors and management are responsible for the preparation and fair presentation of the financial statements in accordance with IFRS for SMEs and the Companies Act 2015, and for such internal control as the Directors' and management determine is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, the Directors and management are responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless the Directors' and management either intend to liquidate the Company or to cease operations, or have no realistic alternative but to do so.

Those charged with governance are responsible for overseeing the Company's financial reporting process.

Other Information

The Directors and management are responsible for the other information. The other information comprises the *Directors' Report* but does not include the financial statements and the auditor's report thereon.

Our opinion on the financial statements does not cover the other information and we do not express any form of assurance conclusion thereon.

In connection with our audit of the financial statements, our responsibility is to read the other information identified above and, in doing so, consider whether the other information is materially inconsistent with the financial statements or our knowledge obtained during the audit, or otherwise appears to be materially misstated. If, based upon the work we have performed, we conclude that there is a material misstatement of this other information, we are required to report that fact. We have nothing to report in this regard.

INDEPENDENT AUDIT REPORT *continued*

Auditor's Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISA will always detect a material misstatement when it exists. Misstatements can arise from fraud and error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of the financial statements.

As part of an audit in accordance with ISA, we exercise professional judgement and maintain professional skepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Company's internal control.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of the Directors' and management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures, are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the Company to cease to continue as a going concern.
- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

We communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit and significant audit findings, including any significant deficiencies in internal control that we identify during our audit.

We also provide those charged with governance with a statement that we have complied with relevant ethical requirements regarding independence, and to communicate with them all relationships and other matters that may reasonably be thought to bear on our independence, and where applicable, related safeguards.

INDEPENDENT AUDIT REPORT *continued*

Report on Other Legal and Regulatory Requirements

In our opinion, the financial statements have been prepared in accordance with the requirements of the Companies Act 2015 in all material respects, and;

- (a) we have been given all information, explanations and assistance necessary for the conduct of the audit; and
- (b) the Company has kept financial records sufficient to enable the financial statements to be prepared and audited.



Ernst & Young
Chartered Accountants



Steven Pickering
Partner
Suva, Fiji

22 March 2022

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

**STATEMENT OF PROFIT OR LOSS AND OTHER COMPREHENSIVE INCOME
FOR THE YEAR ENDED 31 DECEMBER 2021**

	Notes	2021 \$	2020 \$
Revenue			
Sponsorship - cash	4	147,500	147,142
Participants fees and short courses		61,815	61,840
Sponsorship - kind	5	55,853	39,714
Corporate/Organisation programs		17,392	11,400
Project admin fees		5,698	8,447
Other income		10,014	6,979
Total income		<u>298,272</u>	<u>275,522</u>
Expenses			
Operating expenses		142,451	135,851
Program expenses		80,376	88,285
Staff costs		33,025	28,144
		<u>255,852</u>	<u>252,280</u>
Surplus		42,420	23,242
Income tax expense	6	-	-
Net surplus		<u><u>42,420</u></u>	<u><u>23,242</u></u>

The accompanying notes form an integral part of this statement of comprehensive income.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

**STATEMENT OF CHANGES IN EQUITY
FOR THE YEAR ENDED 31 DECEMBER 2021**

	2021 \$	2020 \$
Balance as at 1 January	26,025	2,783
Net surplus for the year	<u>42,420</u>	<u>23,242</u>
Balance as at 31 December	<u>68,445</u>	<u>26,025</u>

The accompanying notes form an integral part of this statement of changes in equity

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

STATEMENT OF FINANCIAL POSITION**AS AT 31 DECEMBER 2021**

	Notes	2021 \$	2020 \$
Current assets			
Cash and cash equivalents	7	167,873	171,675
Inventory		1,308	900
Trade and other receivables	8	29,618	3,254
		<u>198,799</u>	<u>175,829</u>
Non-current assets			
Held-to-maturity investments	9	9,000	9,000
Property, plant and equipment	10	1,441	2,211
		<u>10,441</u>	<u>11,211</u>
Total assets		<u>209,240</u>	<u>187,040</u>
Current liabilities			
Income received in advance		-	6,486
Other payables	12	140,795	154,529
		<u>140,795</u>	<u>161,015</u>
Total liabilities		<u>140,795</u>	<u>161,015</u>
Net assets		<u>68,445</u>	<u>26,025</u>
Equity			
Retained earnings		<u>68,445</u>	<u>26,025</u>
Total equity		<u>68,445</u>	<u>26,025</u>

The accompanying notes form an integral part of this statement of financial position.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

**STATEMENT OF CASH FLOWS
FOR THE YEAR ENDED 31 DECEMBER 2021**

	Notes	2021 \$	2020 \$
Cash flows from Operating Activities			
Cash receipts from sponsors		114,649	159,959
Cash receipts from participants fees and dinner		61,815	61,840
Cash receipts from corporate/organisation programs		17,392	11,400
Cash receipts from project admin fees		5,698	8,447
Cash receipts from other activities		10,014	6,979
Payments to suppliers and employees		(213,371)	(119,794)
Net cash (used in)/provided by operating activities	11 (i)	<u>(3,802)</u>	<u>128,831</u>
Net (decrease)/increase in cash and cash equivalents held		(3,802)	128,831
Cash and cash equivalent at 1 January		<u>171,675</u>	<u>42,844</u>
Cash and cash equivalents at 31 December	11 (ii)	<u><u>167,873</u></u>	<u><u>171,675</u></u>

The accompanying notes form an integral part of this statement of cash flows.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

NOTES TO THE FINANCIAL STATEMENTS FOR THE YEAR ENDED 31 DECEMBER 2021

1. CORPORATE INFORMATION

Leadership Fiji Limited is a Company limited by guarantee, and not having a share capital, incorporated in Fiji. The financial statements of the Company for the year ended 31 December 2021 was authorised for issue in accordance with a resolution of the Directors on 22 March 2022.

The principal accounting policies adopted by the Company are stated to assist in a general understanding of these financial statements. The accounting policies adopted are consistent with those of the previous year except as stated otherwise.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

A summary of significant accounting policies adopted by the Company are set out in this note. The policies adopted are in accordance with International Financial Reporting Standard for Small and Medium-Sized Entities ("IFRS for SMEs").

(a) Basis of preparation of financial statements

The financial statements have been prepared in accordance with the historical cost convention using the accounting policies described below and except where stated do not take into account current valuations of non-current assets.

Statement of compliance

The financial statements have been prepared in accordance with the IFRS for SMEs issued by the International Accounting Standards Board. All amounts are in Fijian dollars.

(b) Trade and other receivables

Trade and other receivables are stated at their cost less provision for doubtful debts. The collectability of debts is assessed at year-end and specific and general provisions for doubtful debts are made for any doubtful accounts.

(c) Property, plant and equipment

Items of property, plant and equipment are measured at cost less accumulated depreciation and any accumulated impairment losses.

Depreciation is charged so as to allocate the cost of assets less their residual values over their estimated useful lives, using the straight-line method. The following annual rates are used for the depreciation of property, plant and equipment:

Computer and Software	25%
Office Equipment	20% - 33%

Profit and losses on disposal of property, plant and equipment are taken into account in determining the results for the year.

(d) Held-to-maturity financial assets

Investment made by the Company in Viti Bonds have been designated as held-to-maturity. This investment have been recorded at cost with the interest earned from them being recorded as revenue.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

NOTES TO THE FINANCIAL STATEMENTS *continued*
FOR THE YEAR ENDED 31 DECEMBER 2021

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES *continued*

(e) Trade and other payables

Trade payables are obligations on the basis of normal credit terms and do not bear interest. Trade payables denominated in the foreign currency are translated into Fijian dollar using the exchange rate at the reporting date. Foreign exchange gains or losses are included in other income or other expenses.

(f) Revenue recognition

Revenue is recognised to the extent that it is probably that the economic benefit will flow to the Company and revenue can be reliably measured. Revenue is measured when earned at the fair value of consideration received or receivable.

(g) Taxes

Current Income Tax

Current income tax assets and liabilities for the current and prior years are measured at the amount expected to be recovered from or paid to the taxation authorities. The tax rates and tax laws used to compute the amount are those that are enacted or substantively enacted at balance date.

Current income tax relating to items recognised directly in equity is recognised in equity and not in the statement of comprehensive income. Management periodically evaluates the position taken in the tax returns with respect to situations in which applicable tax regulations are subject to interpretations and establishes provisions where appropriate.

The Company currently has a commercial Tax Identification Number ("TIN") issued by Fiji Revenue and Customs Authority ("FRCS") and have paid income tax relating to 2017 and 2018 tax year in the prior periods. The Company believes this to be incorrect and has been in negotiations with FRCS and Government agencies to be designated as a Non-profit organization status to be exempt from paying income taxes. FRCS has confirmed that since their designation is Non-profit organization and their income is exempt, there is no obligation to pay income tax and filing obligation will be closed from 2022 onwards.

(h) Cash and cash equivalents

Cash and short-term deposits in the statement of financial position comprise cash at banks and on hand and short-term deposits with a maturity of three months or less. For the purpose of statement of cash flows, cash and cash equivalents consist of cash and short-term deposits as defined above.

(i) Inventories

Inventories consist of banners purchased during the year. Inventories are measured at the lower of cost and net realisable value. The cost of the inventories includes expenditure incurred in acquiring the inventories and bringing them to their existing location and condition.

(j) Share Capital

The Company has been incorporated under the Companies Act , Cap 247 and is a Company limited by guarantee, and not having a share capital.

(k) Comparatives

Where necessary, comparative figures have been re-grouped to conform to changes in presentation in the current year.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

NOTES TO THE FINANCIAL STATEMENTS *continued* FOR THE YEAR ENDED 31 DECEMBER 2021

3. SUMMARY ACCOUNTING JUDGEMENTS, ESTIMATES AND ASSUMPTIONS

The preparation of the Company's financial statements requires management to make judgments, estimates and assumptions that affect the reported amounts of revenue, expenses, assets and liabilities, and the disclosure of contingent liabilities at the reporting date. However, uncertainty about these assumptions and estimates could result in outcomes that could require a material adjustment to the carrying amount of the asset or liability affected in the future.

Judgments

In the process of applying the Company's accounting policies, management has made the following judgments, apart from those involving estimations, which has the most significant effect on the amounts recognised in the financial statements:

Estimations and assumptions

The key assumptions concerning the future and other key sources of estimation uncertainty at the balance sheet date, that have a significant task of causing a material adjustment to the carrying amount of assets and liabilities within the next financial year are discussed below:

Impairment of non financial assets

The Company assesses whether there are any indicators of impairment for all non-financial assets at each reporting date. Non-financial assets are tested for impairment when there are indicators that the carrying amounts may not be recoverable.

Depreciation

Depreciation is calculated on a straight-line basis over the estimated useful lives of the assets. The residual values, useful lives and methods of depreciation of property, plant and equipment are reviewed at each financial year end and adjusted prospectively, if appropriate.

4. SPONSORSHIP - IN CASH

2021
\$

2020
\$

The following sponsorships in cash were utilised during the year by the Company:

Australia & New Zealand Banking Group Limited	15,000	15,000
AVI Pacific People	2,500	3,541
Bank of South Pacific	5,000	5,000
Bluescope Fiji Limited	10,000	10,000
British American Tobacco	15,000	10,000
BSP Life (Fiji) Limited	5,000	5,000
Credit Corporation Limited	10,000	10,000
Transam (Fiji) Pte Limited	-	5,833
Williams and Gosling Limited	-	5,000
Munro Leys	10,000	10,000
Fiji Water Foundation	55,000	45,000
New Zealand High Commission	20,000	15,000
Port Denarau Marina Limited	-	4,768
Tower Insurance (Fiji) Limited	-	3,000
	<u>147,500</u>	<u>147,142</u>

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

NOTES TO THE FINANCIAL STATEMENTS *continued*
FOR THE YEAR ENDED 31 DECEMBER 2021

5. SPONSORSHIP - IN KIND	2021 \$	2020 \$
The following sponsorships in kind were utilised during the year by the Company:		
Communication Fiji Limited	10,000	10,000
Digicel Fiji Limited	1,200	1,200
Eco Clean Fiji	2,500	1,014
Greenhouse Studio	10,000	10,000
Holiday Inn	14,653	-
Motibhai & Company Limited	5,000	5,000
Quality Prints Limited	5,000	5,000
The Fiji Times Limited	5,000	5,000
Unwired Fiji Limited	2,500	2,500
	<u>55,853</u>	<u>39,714</u>

6. INCOME TAX

The Company currently has a commercial Tax Identification Number ("TIN") issued by Fiji Revenue and Customs Authority ("FRCS") and have paid income tax relating to 2017 and 2018 tax year in the prior periods. The Company believes this to be incorrect and has been in negotiations with FRCS and Government agencies to be designated as a Non-profit organization status to be exempt from paying income taxes. FRCS has confirmed that since their designation is Non-profit organization and their income is exempt, there is no obligation to pay income tax and filing obligation will be closed from 2022 onwards.

7. CASH AND CASH EQUIVALENTS	\$	\$
Cash at bank - Leadership Fiji Community Fund Account	131,028	147,913
Cash at bank - Business Cheque Account 1	31,023	17,987
Cash at bank - Visa Credit Card Account	-	(4)
Petty cash	498	498
Term deposit	5,324	5,281
	<u>167,873</u>	<u>171,675</u>

The term deposit is held with Bank of South Pacific, at an annual interest rate of 2.25%, having a term of 12 months. The maturity date is 26 May 2022.

8. TRADE AND OTHER RECEIVABLES	\$	\$
Trade receivables	15,000	75
Rental deposit	1,000	1,000
Deferred expenses	12,926	1,486
Prepaid insurance	692	692
	<u>29,618</u>	<u>3,254</u>

Deferred expenses of \$12,926 relates to the 'Go North' event that was postponed during the year, this event will be scheduled subsequently in May 2022 and the corresponding expenses will be recognized accordingly.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

NOTES TO THE FINANCIAL STATEMENTS *continued*
FOR THE YEAR ENDED 31 DECEMBER 2021

	2021	2020
9. HELD-TO-MATURITY FINANCIAL ASSETS	\$	\$
Held-to-maturity financial assets included in the financial statements are recorded at cost and comprise:		
Viti Bonds	9,000	9,000
Viti Bond investment relates to Bond issued by Reserve Bank of Fiji on 16th May 2017. The bond will yield interest at a rate of 5% per annum, which will be payable quarterly on 31 March, 30 June, 30 September and 31 December until maturity. The maturity date is 30 June 2026.		
10. PROPERTY, PLANT AND EQUIPMENT	\$	\$
<u>Office Equipment</u>		
Cost:		
At 1 January	4,709	4,709
At 31 December	4,709	4,709
<i>Depreciation and impairment:</i>		
At 1 January	4,707	4,707
At 31 December	4,707	4,707
Written down value	2	2
<u>Computers and Software</u>		
Cost:		
At 1 January	13,066	13,066
Additions	-	-
At 31 December	13,066	13,066
<i>Depreciation and impairment:</i>		
At 1 January	10,857	10,087
Depreciation charge for the year	770	770
At 31 December	11,627	10,857
Written down value	1,439	2,209
Net written down value	1,441	2,211
11. NOTES TO THE STATEMENT OF CASH FLOWS	\$	\$
i) Reconciliation of net cash inflows from operating activities to operating surplus:		
Surplus for the year	42,420	23,242
Depreciation expense	770	770
	43,190	24,012
<i>Changes in assets and liabilities:</i>		
(Increase)/decrease in trade and other receivables	(26,364)	12,972
(Decrease)/increase in trade and other payables	(20,220)	92,367
Decrease in inventory	(408)	(520)
<i>Net cash provided (used)/by operating activities</i>	<i>(3,802)</i>	<i>128,830</i>
ii) Reconciliation of cash and cash equivalents:		
For the purpose of the statement of cash flows, cash and cash equivalents comprises of cash on hand and at bank. Cash and cash equivalents at the end of the financial year as shown in the statement of cash flows are reconciled to the related items in the statement of financial position as follows:		
Cash and cash equivalents	167,873	171,675

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

**NOTES TO THE FINANCIAL STATEMENTS *continued*
FOR THE YEAR ENDED 31 DECEMBER 2021**

12. OTHER PAYABLES	2021 \$	2020 \$
Community Funds	131,028	147,913
Trade payables and other accruals	<u>9,767</u>	<u>6,616</u>
	<u>140,795</u>	<u>154,529</u>

The community fund account relates to fund set aside for community projects and is not used for any other purpose.

13. CAPITAL COMMITMENTS

Capital commitments as at 31 December 2021 amounted to \$Nil (2020: \$Nil).

14. CONTINGENT LIABILITIES

Contingent liabilities as at 31 December 2021 amounted to \$Nil (2020: \$Nil).

15. SIGNIFICANT EVENTS DURING THE YEAR***Impact of COVID-19 pandemic on the Company***

The coronavirus disease (COVID-19) outbreak has developed rapidly, bringing a significant health impact globally. Measures taken to contain the virus continue to have a significant impact on global markets and economic activity. Fiji is still feeling the impact with business disruption and levels of activity reducing in several market sectors.

The Company has remained operational since this declaration and continues to engage in its principal activity. We have not seen a significant impact on the business to date. The Directors and management are carefully considering the impact of the COVID-19 pandemic on the Company and assessing future operational options. The future financial impacts, however, cannot be reasonably estimated at this time, as they will be largely the product of matters the Company cannot control.

The Directors and management believe the Company has sufficient financial resources together with arrangements with their customers and suppliers at this time to be able to successfully manage their business risks despite the current uncertain economic outlook due to the COVID-19 outbreak.

On 25 April 2021, in response to the COVID-19 pandemic, the Government announced a number of measures including lockdown of certain containment areas within Viti Levu. Under the lockdown restrictions, all non-essential businesses are required to be closed unless the workplace was deemed part of a permitted industry as set out by the Government.

In July 2021 the Fijian Government ramped up its vaccination drive with a national target of 80 percent of the target population to be fully vaccinated by 31 October 2021. The Government was able to attain 90 percent in November and as a result the current containment measures with restrictions are easing as the fully vaccinated percentage increases. Furthermore, Fiji's borders were opened in December 2021 increasing economic activity. The duration and extent of the pandemic and related financial, social and public health impacts of the COVID-19 pandemic are uncertain.

Other than the matters described above, no other matter or circumstances have arisen since the end of the financial year which significantly affected or may significantly affect the operations of the Company, the results or cash flows of those operations, or the state of affairs of the Company in future financial years.

16. SUBSEQUENT EVENTS

There has not arisen in the interval between the end of financial year and the date of this report any item, transaction or event of a material and unusual nature likely, in the opinion of the Directors, to affect significantly the operations of the Company, the results of those operations or the state of affairs of the Company in the subsequent financial year.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

NOTES TO THE FINANCIAL STATEMENTS *continued*

FOR THE YEAR ENDED 31 DECEMBER 2021

17. COMPANY DETAILS

Incorporation

The Company was registered on the 6th day of February, 2001 as a Company limited by guarantee.

Registered Office

The registered office and principal place of operations of the Company is 6 Denison Road, Suva.

Number of employees at the end of the year

	2021	2020
Administration	<u>2</u>	<u>1</u>
	<u>2</u>	<u>1</u>

18. PRINCIPAL ACTIVITY

To educate, provide training, networking and to enhance and promote future leaders in Fiji. There were no changes in the principal activity of the Company during the year.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

**DISCLAIMER ON ADDITIONAL FINANCIAL INFORMATION
FOR THE YEAR ENDED 31 DECEMBER 2021**

Disclaimer on Additional Financial Information

The following additional financial information, being the attached detailed Income statement has been compiled by the management of Leadership Fiji Limited and does not form part of the statutory Financial Statements as no audit or review has been performed by us and accordingly no assurance is expected.

To the extent permitted by law, we do not accept liability for any loss or damage which any person, other than Leadership Fiji Limited may suffer arising from any negligence on our part. No person should rely on the additional financial information without having an audit or review conducted.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

**DETAILED STATEMENT OF INCOME AND EXPENDITURE
FOR THE YEAR ENDED 31 DECEMBER 2021**

	2021 \$	2020 \$
Revenue		
Sponsorship - cash	147,500	147,142
Participants fees and short courses	61,815	61,840
Sponsorship - kind	55,853	39,714
Event sales	9,055	6,240
Corporate/Organisation programs	17,392	11,400
Project admin fees	5,698	8,447
Other income	959	739
Total income	298,272	275,522
Expenses		
<u>Program expenses</u>		
Accommodation	15,207	17,443
Meals & Refreshments	58,732	57,228
Miscellaneous	877	374
Other Program Expenses	-	58
Stationery	393	390
Travel	4,000	11,323
Venue	1,167	1,469
Total program expenses	80,376	88,284
<u>Staff costs</u>		
Superannuation	1,573	1,202
Travel	-	109
Wages and salaries	31,452	26,833
Total staff costs	33,025	28,144
<u>Operating expenses</u>		
Audit and accounting fees	4,578	5,051
Communication and internet	2,600	2,500
Computer software	1,927	2,065
Consultant fees	85,000	77,900
Depreciation	770	770
Insurance	818	125
Marketing and promotion	15,000	15,000
Membership	-	880
Other expenses	6,028	4,004
Printing, graphic & design	5,530	6,143

The Detailed Income Statement is to be read in conjunction with the disclaimer set out on page 21.

LEADERSHIP FIJI LIMITED

(A Company Limited by Guarantee, and not having a Share Capital)

DETAILED STATEMENT OF INCOME AND EXPENDITURE *continued*
FOR THE YEAR ENDED 31 DECEMBER 2021

	2021 \$	2020 \$
<i>Operating expenses continued</i>		
Rent	9,000	10,125
Stationery & postage	-	88
Telephone	1,200	1,200
Website	10,000	10,000
Total operating expenses	142,451	135,849
Total expenses	255,852	252,278
Surplus before tax	42,420	23,244

The Detailed Income Statement is to be read in conjunction with the disclaimer set out on page 21.

THANK YOU 2021 PROGRAM PARTNERS



Platinum

NZ High Commission
ANZ Bank
Fiji Water Foundation
Holiday Inn, Suva



Gold

Communications Fiji Ltd
British American Tobacco
Credit Corporation
BlueScope Lysaght (Fiji) Ltd
The Greenhouse Studio
Munro Leys



24



Silver

Bank of South Pacific
BSP Life
Fiji Times Ltd
Quality Print
Motibhai Group
Bondwell



Bronze

Unwired
Digicel
AVI Pacific
Eco Clean Fiji Limited







leadershipfiji.org